

Historic, Archive Document

Do not assume content reflects current scientific knowledge, policies, or practices.

a5011
.U62

5

Intermountain Reporter



PHOTO

APR 1996
P. 4

1996 April Edition



Published for Forest Service employees and retirees by the:

Public Affairs Office
Intermountain Region
Forest Service
U.S. Department of Agriculture
Federal Office Building
324 25th Street
Ogden, Utah 84401

Meghan Dugan, Editor
Susan McDaniel, Design & Layout

Photo Contest Winners!!!



*Victor Bradfield, Caribou NF
1st Place – Wildlife Category*

IN THIS ISSUE

Looking at Our Environment with New Eyes	6
MUSH! The Cry Heard in the Wyoming Wild	10
FS Retirees Lend a Helping Hand	15
Photo Tips	32

Continued on pages 4-5

Taking on Ecosystem Management

Does everyone remember ecosystem management? I talked a lot about it a couple years ago, but I haven't said much lately. Maybe part of that is because we—the Regional Forester Team—have focused a lot of our energy on reorganization within the Region. We haven't provided the straight up leadership regarding ecosystem management that we should have . . . and want to. The organization we have designed supports an ecological approach to management. But now it's time to take ecosystem management on directly and get on with things.

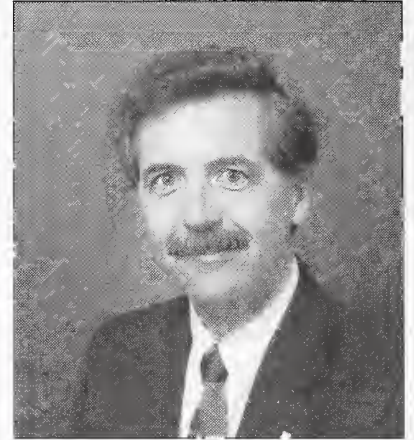
We have been working to clarify our expectations for managing Region 4's ecological systems. We want all employees to address these expectations in working with the public, developing a program of work, conducting analysis, making decisions, and evaluating our efforts. This should give us a focus for what we're doing in developing strategy, setting priorities, and making decisions.

Ultimately, our management actions should ensure the public's riparian areas, rangelands, and forests are in a "properly functioning condition" (and there will be a clear definition of what that is). We're stressing that priorities must be set in the Region to focus on areas where ecosystems are at risk of not being in a properly functioning condition. Our objective over the next few years must be to focus our efforts on those lands where properly functioning condition might be lost and figure out ways to change

that. That might mean reintroduction of fire, relocation and/or rehabilitation of roads, changes in grazing systems, watershed rehab projects . . . all the sort of management actions we usually have available to us. But the focus is an ecological one—maintenance of function for the system.

To do this, we can and will use adaptive management strategies. This lets us experiment and make decisions when we don't know everything we want to know about these systems. We'll never know everything we want to know! We can't get trapped by analysis paralysis, but we do need to use the appropriate science and technology to make well documented decisions. All our management decisions will involve some degree of risk. So we will have to measure our results and learn from our successes and mistakes. The important thing is that we need to make things happen on the ground. The way we have described it is we need a bias for action. Someone in the Southern Utah Ecogroup renamed it and said we need a passion for action! That's better yet.

Here are some of our other expectations. Line officers must be involved in making decisions on what kind of data we gather and how intense the analysis should be. Each management decision will be an informed one, clearly linked to the supporting analysis, with consequences and risks spelled out. Employees will have the tailored knowledge they need to take an ecological approach to managing forest resources.



After all this, the bottom line is the public—their values play a dominant role in our ability to manage public resources. No matter how high-quality our analysis or decision is, if the public isn't with us, the action won't happen. Management and their staffs must put involvement of citizens first in priority.

If we can focus on these things and put our energy into them. We can feel good about our accomplishments and know we made a difference where it counts—on the ground. I'm enthused, and I hope you'll join me in rallying as a Region to move in one direction, satisfy the public, and feel good about ourselves.

A handwritten signature in dark ink, appearing to be 'Dale'.

PREVENT NOXIOUS WEEDS!

Weed-Seed-Free Forage is Now Required in Idaho

The use of weed-seed-free forage on National Forests is part of the prevention strategy used in R-4's Integrated Weed Management program.

The intent is two-fold. First, to prevent the spread of noxious weeds into weed-free areas. Second, to prevent the spread of specific noxious weed species, such as yellowstar thistle, into National Forest areas where they currently do not exist.

Starting January 1, 1996, all hay, straw, or mulch used on National Forests in the State of Idaho must be certified as noxious weed or weed-seed-free. This Idaho program was made possible when the State Department of Agriculture got

legislation passed that permitted them to certify hay, straw, and mulch as weed free. The legislation provided the necessary sources of hay for recreation users.

This prevention strategy has been in use for two years on Utah National Forests. Officials from National Forests in Utah have individually decided if and when they will require the use of weed-seed-free forage. This tact encouraged National Forests to build solid, cooperative ties with local county weed boards, other state and federal agencies and associated forage suppliers. A critical aspect of this prevention strategy requires that adequate supplies of certified weed-seed-free forage be conveniently available to Forest users.

In 1996, the National Forests in Montana will consider imposing the weed-seed-free forage requirement for all National Forest lands in the state, similar to the state-wide requirement in Idaho.

Currently, the entire Beaverhead, Gallatin and Helena NFs in Montana require the use of certified weed-seed-free forage. The restriction also applies to the Anaconda-Pintler Wilderness (portion in Beaverhead, Bitterroot and Deerlodge NFs); the Bob Marshall Wilderness Complex (the Great Bear, Bob Marshall and the Scapegoat Wildernesses that are in the Lolo, Flathead, Helena and Lewis & Clark NFs); the Absaroka-Beartooth

Wilderness (in the Gallatin and Custer NFs); and the Selway-Bitterroot Wilderness portion of the Bitterroot NF in Idaho.

Pelletized feeds (non-certified) are permitted in all restricted National Forest areas in Montana and Idaho.

The National Forests in Wyoming and Colorado implemented the weed-free requirement on September 1, 1994. The counties in Wyoming and Colorado have implemented this program on a county-by-county basis. Nevada has not and will not implement this program until the state has set up an inspection program.

Since 1996 is the first year of the weed-seed-free forage requirement in Idaho, it is an educational, "break-in" period. People not in compliance with the weed-seed-free forage requirement are advised of the weed prevention program, the objectives of the strategy and where they can purchase certified weed-seed-free forage. Citations will be issued in cases of blatant, flagrant and repeated violations.

by Jim Olivarez
Group Leader, Noxious Weeds
Region 1

modified for Region 4 by
Karen Schultz,
R-4 Strategic Communications

Editorial Policy—Intermountain Reporter

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles in the Intermountain Reporter will feature people.
2. Each issue will attempt to contain something about each National Forest within the Region.

3. The Regional Forester's message will express his current feelings regarding situations within the Region.

4. The content of the Reporter will be consistent with Forest Service policy.

5. All submissions must be delivered to the Editor by the 1st of the month prior to the desired publication date.

6. Articles should be sent to the Editor on DG, (M.DUGAN:R04F12A) and a hard copy to

Meghan Dugan, Payette NF, P.O. Box 1026, McCall, Idaho 83638. Photos to accompany text are to be sent to the Editor separately.

7. Articles should not exceed 800 words in length.

8. Photos should be black and white.

9. All articles are subject to editing.

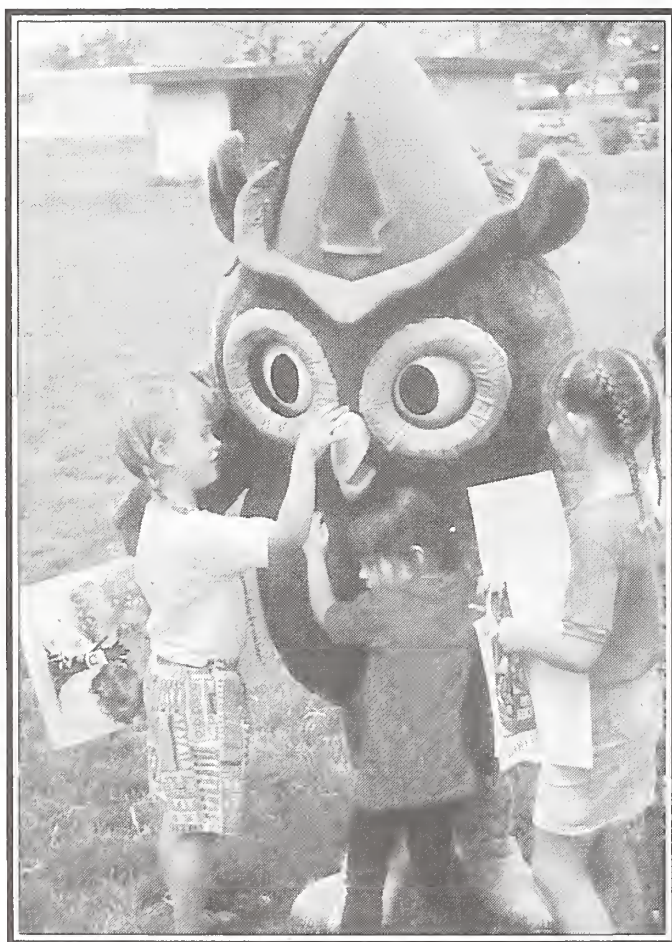
10. Not all articles that are submitted will be printed.

11. The Editor has final say over content.

Region



*Dean Burnham, Bridger-Teton NF
1st Place – Fire Category*



*Victor Bradfield, Caribou NF
1st Place – Serving People Category*



Charmaine Refsdal, Volunteer, RO
1st Place – Wildflowers Category



Charmaine Refsdal, Volunteer, RO
1st Place – Diversity Category

Helpful Hints for Shutterbugs



The 1995 Region 4 Photo Contest was another success, with almost 300 entries submitted! The talented winners received cash and a framed copy of their photograph.

The contest judge is a professional photographer with Browning Arms. For those of you who entered and didn't take home a prize, the judge has some helpful hints . . .

- ☛ Make sure your photos are in focus, sharp, and the correct exposure.
- ☛ Use a tripod when shooting macro shots where depth of field / sharpness plays an integral part of the picture.
- ☛ Bracket exposures and use a higher grade lens, or at least shoot at f-5.6 or f-8.
- ☛ When photographing people, use a telephoto lens to isolate the subject from the background, and a shallow depth of field (f-4, f-5.6) to keep the center of attention on the subject.
- ☛ Tell a story through the camera lens.

Each year, the entry categories change, but an open category will always be included. The photographs you enter in the contest become part of the Region 4 photo library and are used for internal and external publications, slide shows, and exhibits. The deadline for the 1996 contest is October 31.

So, keep packing that camera gear when you're off for a weekend in the woods. You never know when that perfect shot will present itself.

by James Stone
Audio Visual Production Specialist
Regional Office

LOOKING AT OUR ENVIRONMENT WITH NEW (Infrared) EYES



Many of America's major advancements in science have root in tradition. The Native Americans have sought harmony with Mother Earth long before others settled here.

Perhaps it is their respect for nature that gives birth to harmony. After all, isn't that what brings harmony to any relationship, be it couples, families, states or even between nations. . . it is understanding and respect that makes the

within their environment. Many of their attempts at fire were to create better environments. And when they killed an animal, everything was used for some purpose.

One of the major events in America's history, when the ancient ways were woven with the modern, was in World War II. Many codes were devised and broken by both sides of the conflict, but one of America's codes was never broken. The Navajos, speaking their own

complex language, communicated combat information in a code that was never broken by the enemy.

Today, some of the most highly skilled scientists in the world are taking a closer look at our

environment. They are studying our precious, and sometimes delicate ecosystems in an effort to improve or sustain them.

In the Forest Service, scientists recognize ecosystems as naturally occurring assemblages of species, living in and interacting with their environment. These are species

which are mutually sustaining and interdependent.

Like the Native Americans, these scientists recognize there is a natural attraction between some insects and specific plant species. Some insects can tell healthy from unhealthy vegetation before it is discernible with the naked eye. Knowing "why?" can be very useful in our efforts to better sustain or improve ecosystems.

It turns out that some **insects have** infrared eyes. They can see things beyond what human vision allows. They can distinguish sick plants from healthy ones. And so Forest Service scientists are using infrared film to help determine the health of the ecosystems within the forests.

Other modern scientific instruments are used to look deep into the interactions of ecosystems. Human eyes cannot see the first signs when trees become stressed by lack of moisture, or from insect and disease attacks. But, just as humans get fevers, **sick trees actually get temperatures of several degrees.** So scientists use another instrument, a **thermal** infrared scanner which measures longer infrared wavelengths, and temperature differences from the air, to one-half degree.

Scientists can now detect stressed vegetation from the air with their "new eyes" before the vegetation's health can be detected



difference. True harmony and balance is achieved through an understanding of Brother Bear and respecting the differences and needs between all of Mother Nature's creatures.

Native Americans understood that creatures sustained each other and depended on certain conditions

Region

visually from the ground. This allows early action to be taken to bring strength back into nature, so that future generations can enjoy the beauty that Mother Earth has to offer.

These skilled Forest Service scientists, with their cadre of "new eyes" are also sharing their skills and knowledge with other nations in International Forestry efforts, including the rain forests in South America, forests in Russia, Mexico, Africa and elsewhere, helping make better ecosystems around the globe, improving the face of Mother Earth, the environment that we all share, that many have contributed to, and all of us have a responsibility for!

Through respect for the needs of others, Forest Service managers and scientists are sharing their science, knowledge and skill, in order that there may be balance and harmony in the world!

by Michael Lunt
Cartographer
Regional Office

If you want to read more, see:

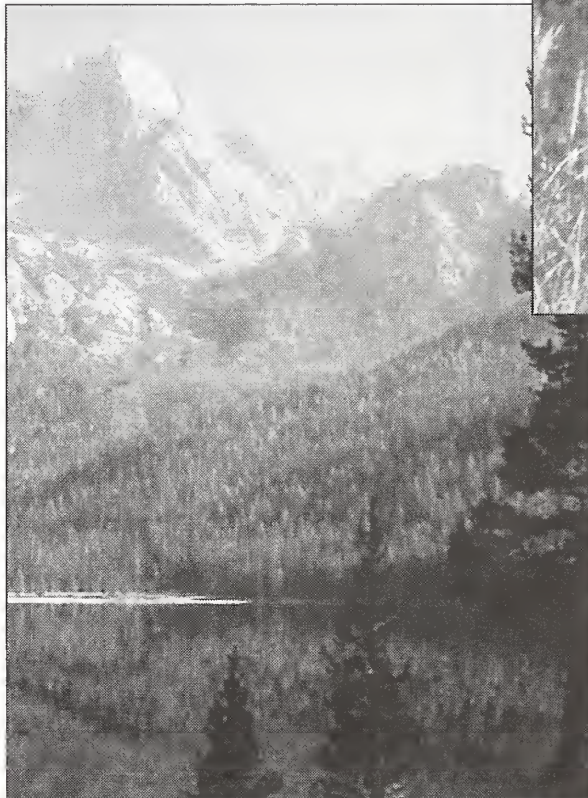
Lewis, H. T., 1985. *Why Indians Burned: Specific versus General Reasons*. USDA, Gen. Tech. Rep. INT-182:75-80.

Estes, J. E./Senger, L. W., 1974. *Remote Sensing Techniques for Environmental Analysis*. Hamilton Publishing Company.

NFAP/RSAC, 1995. *The Integration of Remote Sensing and GIS for Ecosystem Management - Workshop*. USDA-FS.

Lunt, M. J., 1995 - Video. *Remote Sensing and Ecosystem Management at the Project Level*. USDA-R4-RO Engineering.

Colwell, R. N. (Editor in Chief), 1983. *Manual of Remote Sensing: Cover the Entire Spectrum*, American Society of Photogrammetry (Volume 1).



SKE-COLOGY: Nature Study on Skis



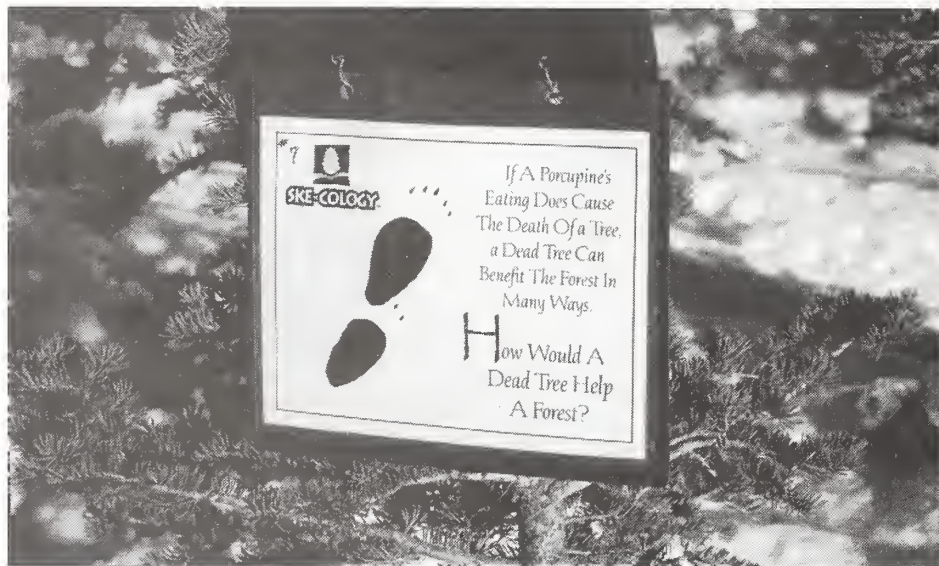
Alta ski area added conservation education to its children's ski classes this season. Youngsters can learn about the environment while they learn to ski. The program, called Ske-cology, helps children think about the delicate balance between humans and the environment. It's also an opportunity to pool the resources of ski schools, local schools, the Forest Service, and the Division of Wildlife to provide guests with an invaluable experience.

"Many people think of skiers as being invaders of the environment because there are such things as ski lifts, machinery, and power lines to bring electricity," says Robyn Christiansen, the Alta ski school supervisor in charge of the Ske-cology program.

Ske-cology was developed in Colorado by Vail Associates. Then Vail Associates, in partnership with the Forest Service and the Colorado Division of Wildlife, spent two years testing and refining the program.

Alta, along with Snowbird and a handful of public school classrooms, is piloting the Ske-cology program along the Wasatch Front this season.

Through the eyes of a naturalist, Ske-cology provides an awareness of the environmental issues that challenge the development and management of our public lands for recreation. To the kids, it's just plain fun.



Each Ske-cology sign helps kids think about nature.

As youngsters in the Alf Engen Ski School at Alta ski with their instructors, they stop at the colorful Ske-cology signs secured to trees. Each sign asks a thought-provoking question, such as: "What are wetlands?" The children might have heard the word "wetlands" but they might not know what a wetland is or why it's important. A brief explanation is on the flip side of the sign and kids are eager to turn the sign and get the answer.

"Wetlands are areas where surface water and ground water are held for long periods of time," the sign says. It continues with a brief explanation of why wetlands are important: "Wetlands act like a filter, cleaning out sediments and providing clean water for fish and other animals." It explains how ski areas protect wetlands. The children add their own comments about clean water, and then the class skis on down the hill, stopping at other signs along the Ske-cology trail.

The Ske-cology messages are geared to kids' short attention spans, but they pack plenty of punch to bolster kids' understanding of the world around them.

"This is the icing on the cake. It's a chance to teach them so much more than skiing. Children learn appreciation of the mountains, the land, and the animals," says Christiansen. Other Ske-cology signs focus on porcupines, trees, sunlight, snow and water.

Nature games are also part of the program. A game called "What Can I Eat With This Beak?" helps youngsters understand how the shape of a bird's beak determines what food it is adapted to eat. Several "foods" are spread on a cloth. Rubber bands represent worms, jacks are small seeds, and marbles might represent clumps of aquatic vegetation. Children then choose a "beak." They select a spring clothespin, a tiny spring clip, or a spoon. Kids pick up as many foods

Forest

as possible using their beaks. Big beaks grasp worms best and small beaks are good for pinching seeds. But the only beak that can scoop up the aquatic plants is the spoon-shaped one.

"We can do this on a day when the weather is bad outside," says Christiansen.

Other hands-on games include learning about camouflage, foraging for food, and bird calls. In addition, kids can examine snow flakes through magnifying glasses and stroke swatches of deer and elk pelts.

"This is an exciting program," says Christiansen.

by Harriet Wallis
Volunteer
Wasatch-Cache National Forest



Kids in Alta's Ski School stop by the side of the trail to read a Ske-cology sign and talk about nature.

Alta's Robyn Christiansen demonstrates picking up "rubber band worms" with a clothespin "beak."



Robyn shows the tree-mounted Ske-cology signs along the ski trail.



Mush! The Cry Heard in the Wyoming Wild

Iditarod veteran organizes race to promote childhood immunization.



Musher Ray Gordon and his dog team are off and running on the Pinedale to Lander leg of the first annual International Rocky Mountain Stage Stop Sled Dog Race. This event was organized by an Iditarod veteran to promote child immunization in Wyoming.

The first annual International Rocky Mountain Stage Stop Sled Dog Race winners were announced on February 13, 1996 after completion of the 10-day race. Rick Swenson of Two Rivers, Alaska won first place, Hans Gatt of British Columbia via Austria took second, and third place went to Kezio Funatsu of Osaka, Japan.

Race Director Frank Teasley organized the event which involved four districts of the Bridger-Teton NF, the Wind River and Washakie RDs of the Shoshone NF, four BLM Resource Areas, and two BLM Districts.

Teasley, an Iditarod veteran, planned the cross-country race in

conjunction with Wyoming Public Health Department to promote immunization of children within the state. Twenty-four of the world's best mushers, including Libby Riddles, Susan Butcher, and five-time Iditarod winner Rick Swenson traveled to Wyoming to compete for \$100,000 in prize money and donations for the immunization program.

The communities of Jackson, Dubois, Pinedale, Lander, Atlantic City, Kemmerer, Afton, and Alpine formed local committees for each leg of the race. Each community gathered local business sponsors to help with funding. Local residents volunteered their homes for bed and breakfast-type accommodations to

the mushers and dog handlers, and banquets were organized each night in the towns to introduce the mushers and public health officials to the community. Most areas held calcutta auctions to raise additional funds for prizes and immunization funding.

In each community, crowds of spectators lined the start and finish lines to cheer on the mushers and their dog teams. Lines of autograph seekers, press photographers, and well-wishers expressed delight with the event.

Maria Hayashida of Jackson traveled to local schools prior to the race as the Official Musher for Immunization. In her talks to

Forest

students, she taught kids about mushing, care of the dogs and sleds, and the reason immunization is necessary.

Richard Roberson, Recreation Forester on the Pinedale RD, was responsible for issuing the Special Use Permit to Teasley for the race. Roberson did an excellent job of obtaining official signatures for the two forests (in two different regions) and BLM Districts in record time. Groomers of the snowmobile trails in the area provided extra service on the 450 miles of trails used for the race. Several other District personnel provided trail markings and other support services for the event.

Teasley began work on the 1997 race the day after awards were given for the '96 race. Those of us involved in the event look forward to an even larger race next year. We also hope to see more Wyoming communities and more agencies involved in this fun project.

by Mary Skinner
Information Assistant
Pinedale Ranger District



A dog team rests while handlers strategize for the next leg of the race.



Third place winner Kezio Funatsu, center, and his wife, left, pose with their Pinedale host family. Funatsu traveled from Osaka, Japan to participate in the race.

A Forest Service Experience Cooperating with a Chamber of Commerce

Plan it and they will come!

The Island Park Area Chamber of Commerce and the Island Park RD of the Targhee NF worked cooperatively to pull off "Chamber Day '96."

Developed as a result of the late snowfall and subsequent slow start to the winter tourist season, this new event focused attention on the unique winter assets of the Targhee NF and the community of Island Park. On January 24, 1996, media and marketing representatives from Idaho, Utah, and Montana along with local, state, and federal government representatives attended "Chamber Day '96" and enjoyed a snowmobile tour of the Greater Island Park area.

With one week to prepare for the event, Island Park Area Chamber of Commerce President, Susan Dewey, spearheaded the effort and coordinated the local business contributions and participation. Island Park RD Recreation staff,

Robin Jenkins and Kaye Orme, put together winter recreation information for the participants and made sure the Big Springs Warming Hut recreation facility was ready.

Over 65 people took the Chamber and the Forest up on their offer to stay in the community and see how great the snow recreation is in Island Park. The participants divided into small groups and travelled along groomed snowmobile trails to various points of interest on the Forest. The groomed snowmobile trail program is a cooperative effort between the Targhee NF, State of Idaho Department of Parks and Recreation, Fremont County and local volunteers. The groomers were purchased with State Off-Highway Vehicle (OHV) funds. The grooming of the 300 miles of snowmobile trails on the Forest in Fremont County is done by the County and financed through dollars received from snowmobile registration fees.

The last stop of the day was at the Big Springs Warming Hut, a recreation facility built with monies from the Forest Service and State of Idaho Parks and Recreation using a 50/50 cost share. As several participants commented, 'It was quite a sight to see 80 to 100 snowmobiles parked outside the building!'

Participants said they enjoyed the day and promised to spread the word that Island Park is a wonderful winter vacation site. This was a successful conclusion to a Forest Service partnership to help with the economic health of their local community.

by Adrienne K. Keller
District Ranger
Island Park Ranger District



"If one advances confidently, in the direction of his own dreams and endeavors, to lead the life which he has imagined, he will meet with a success unexpected in common hours."

Thoreau



Get Wild Volunteer Day



The Spanish Fork RD's Get Wild volunteer crew installed waterpans, constructed fence around wildlife seeps, ponds, and guzzlers, and placed wildlife ramps in troughs.

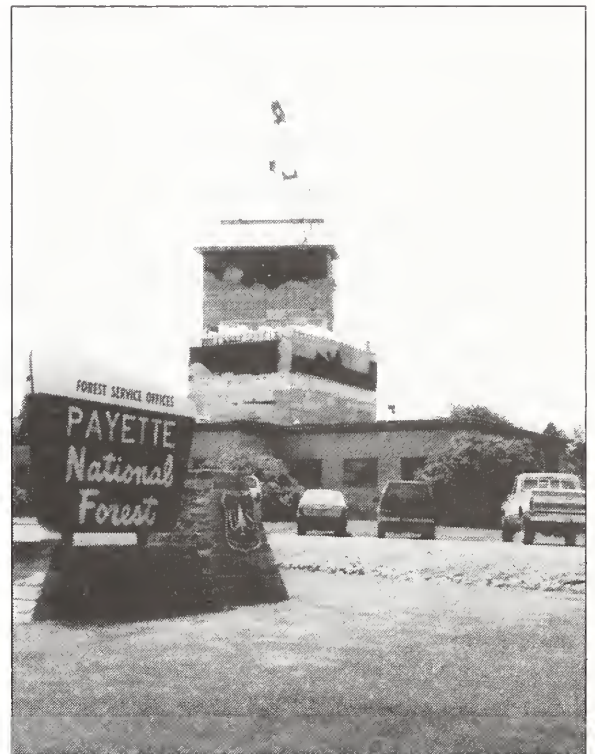
Last August, employees of the Spanish Fork RD hosted the first annual Get Wild Volunteer Day. The event was held in Vernon, and participants worked on wildlife rehabilitation projects. The volunteers installed waterpans, placed wildlife ramps in troughs, and constructed fence around wildlife seeps, ponds, and guzzlers.

This field day gave participants an opportunity to talk to each other, learn about each other's point of view, and share opinions. Volunteers were from the Dedicated Hunters Association, National Wild Turkey Federation, Utah Sportsmen's Alliance, and Vernon cattle permittees. They all expressed an interest in making this an annual outing. Every project was completed, and the day was a big success!

by Sarah Flinders
Spanish Fork Ranger District



The old kitchen for the former McCall Smokejumper Base, built in the late 1950's, is now the Krassel District Office.



Say "farewell" to the para-loft on the old McCall Smokejumper Base loft building. Since moving into the new base in 1988, the radio shop and rotating teams have used the 1950's loft building. But when the para-loft, where parachutes once hung, began to leak, it had to go.

Granite Flat Gets a Facelift

Last August, the Uinta NF hosted a ribbon cutting ceremony at Granite Flat Campground located in American Fork Canyon to celebrate completion of the campground rehabilitation. The reconstruction project included increasing the number of campsites and making the area accessible to visitors of all abilities.

Granite Flat was the site of the first Civilian Conservation Corps (CCC) camp in Utah. In 1938, CCC men turned the camp into a campground. Since this group of men played such an important role in the area, interpretive signs focusing on CCC history have been installed throughout the campground.

At the ceremony, Roger Roper from the Utah State Historical Society spoke about the overall vision of the CCC, and Charmaine Thompson from the Forest Service talked about the positive impact the CCC had on Utah. Former CCC members shared information about their experiences during this era.

Over 1,300 volunteers helped with the renovation of Granite Flat. The project was designed and constructed cooperatively between the Uinta NF, local organizations, groups, and individuals. Participants included eagle scouts, cub scouts, church groups, elementary schools, and Youth Quest.

by Lola Murray
Information Assistant
Uinta National Forest

Caribou National Forest Honors Retiring Bannock County Sheriff

In today's political climate, many of us understand the importance of relationship building. Forming partnerships and finding friendships with state, county and local officials is the key to everything from employee peace of mind to Forest Plan revisions.

The Caribou NF is proud to have honored a great friend and partner, Bannock County Sheriff Bill Lynn, on his retirement in January. The Forest presented Lynn with a desk clock and inscription of our respect and good wishes encased in a piece of arch-shaped wood.

For the past six years, former Sheriff Lynn worked closely with Pocatello District Ranger Gerald Tower and Forest LEO Mike Birch. The Bannock County Sheriff's Department patrolled campgrounds and provided backup to Birch as requested through a co-op law agreement. They welcomed their Federal partners in annual shooting certifications and practice arrest procedures held in Pocatello last fall.

The County also assisted the Forest on some bizarre calls such as a report of occult activity in which a purported "witch" jumped on the hood of a car scaring the heck out of the couple inside.

Homicides, keg parties, marijuana gardens, lost folks and dead cows bring together the Forest and County officers in cooperative efforts on a consistent basis.

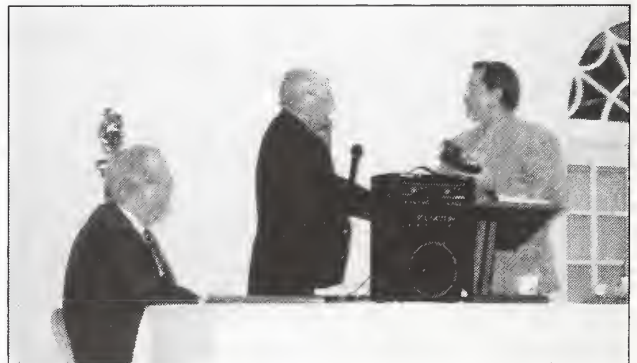
Mike Birch attended the gathering honoring former Sheriff Lynn's service to the

County. Mike recalled that it was during the Sheriff's tenure the County built a new jail facility in Pocatello. During a cooperative felony exercise, Mike explained, he played the part of a bad guy refusing to give his name to Deputies. "I know Bill wanted to show off the jail," recalls Birch. "When they threw me in the lock-up during the exercise, I think Bill wanted me to get a really, really good look at the facility because they left me in there. If the deputies hadn't taken pity on me, I might still be cooling my heels!"

The Sheriff Department's cooperation comes for a fraction of the compensation they deserve, according to Birch. The Caribou NF joins many other Forests in making those co-op dollars a priority to maintain the excellent working relationships and friendships with County officers. We look forward to continued success with acting Sheriff Lorin Neilson.

Good luck, Bill. And many thanks.

by Rose Davis
Public Affairs Specialist
Caribou National Forest



Far left is new sheriff Lorin Neilson, middle is Caribou LEO Mike Birch presenting a farewell gift to retiring sheriff Bill Lynn.

Forest Service Retirees Lend a Helping Hand

Community forestry in southern Idaho has been given a big boost by the assistance of six Forest Service retirees, who are now looking at trees from a different perspective than in former days out on the National Forest.

Bob Hoag, Art Selin and Ed Fournier are surveying all the trees in the city parks in their home community of Twin Falls. Rex O'Neil has taken on the task of

doing the inventory for trees in Jerome city parks and right-of-way. Dave Ballard and Roy London are completing tree surveys in Fairfield, Idaho.

These active folks are volunteering their time and talents to inventory the species, size and condition of the trees. This will provide data for donated cost share grants in these three communities from the Idaho Department of Lands Community Forestry program. The tree data collected will be processed and used in city tree maintenance plans which will be used by the communities in choosing tree care priorities.

According to Linda Ries, Community Forester for the Sawtooth National Forest, who trained the retirees and coordinated the projects, southern Idaho has not traditionally been involved in long-term community forestry projects, but she is now seeing a change of attitudes and priorities.

"Having model communities with successful community forestry programs, such as Boise, is helping to motivate many Magic Valley communities," Ries noted. "One way to promote public awareness of community forestry needs is by making the data summaries from tree inventories



Former Sawtooth Forest Supervisor Ed Fournier instructs Chad Browning in techniques used in the tree inventory. Tree data collected will be used in city tree maintenance plans for choosing tree care priorities.

available to the public."

Ries and other residents of Hailey, Idaho, have just completed inventories and made available the "City of Hailey Tree Selection and Planting Guide" through the Idaho Community Forestry Grant Program.

"Beside the benefit to the communities of the volunteers' time, these retirees are providing great public relations with members of the local community," Ries added. "Not many hours go by that they are not quizzed by local citizens as to what they are doing."

"The volunteers are simply naturals at these inventories," Ries said. "They all had many years of making quick, on-the-ground decisions and have the knack for understanding natural resources. I hope I can always get Forest Service retirees involved in my projects!"

submitted by Linda Ries,
Community Forester
Photos by Barbara Todd, Public
Affairs Specialist
Sawtooth National Forest



Chad Browning, second from left, works with Twin Falls Parks & Recreation Department. He appreciates the help from Forest Service retirees Art Selin, Ed Fournier, Rex O'Neil, and Bob Hoag. These retirees are conducting tree surveys in Twin Falls city parks.

"Beside the benefit to the communities of the volunteers' time, these retirees are providing great public relations with members of the local community," Ries added. "Not many hours go by that they are not quizzed by local citizens as to what they are doing."

First Impression

This place in Idaho, with the handle "Heartland,"
both West and Central, couldn't be better planned.
It took two Forests, the Idaho and Weiser,
to mold the Payette, what a pleaser!

There's mountains painted blue, purple and pink,
the sun and sky, completing the link.
Streams gin clear and meadows a-flower,
lead one to think, of a higher power.

Water there's plenty, flowin' thru this land,
with rivers like Snake, Rapid and Salmon, all quite grand.
But make mine streams, quiet and small,
like Hazard and French and don't forget Fall.

Sea-run fish, come home to the Payette,
endangered Chinook and Steelhead you can fil-let.
Lots of other trout, named Bull, Cut and Brookie,
stretch a line, demand a good long lookie.

Elk, deer and moose, abound in the sticks,
while curious-looking quail, peck around in cliques.
But best of all, for those of us without hooves,
is the re-introduction, of the wild gray wolves!

Towns of old, may tickle your fancy,
where placers and gamblers, lived on chance-y.
Yellowpine and Warren, examples of these,
their first inhabitants, men of Chinese.

Peaks rise tall, from the valley floor,
Pollock, Granite and Cuddy, nourish the spirit's core.
Uniqueness for sure, the Payette does bring,
one thing don't miss, Burgdorf Hot Spring!

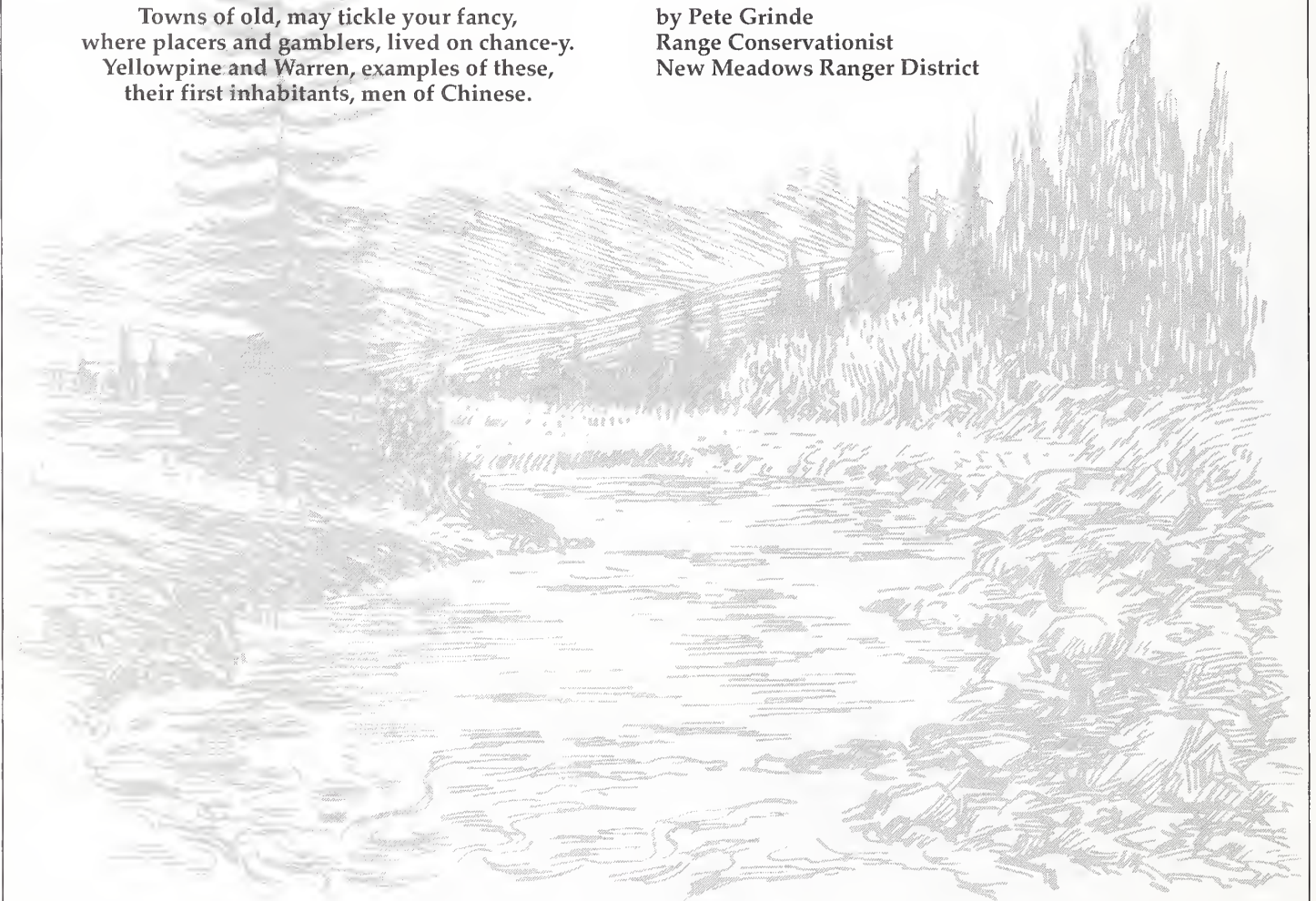
Resources a-plenty, there's quite a mix,
cows, sheep and Basque herders, provide my kicks.
For excitement and thrills, fires' the choice,
smokejumping and heli-rapelling, separate men from boys.

Timber is king, this can't be denied,
though many environmental groups, sure have tried.
Spruce, fir and pine, are common enough,
but for sheer grandeur, Tamaracks show their stuff.

If recreation fits, your image of bliss,
you'd better traverse, the Frank Church wilderness.
Brundage offers skiing, with powder to your knees,
hiking, biking and camping, other activities sure to please.

For an all-round, neat place,
it's hard not, to make a case.
These attributes, together get,
A GREAT National Forest, by name of Payette.

by Pete Grinde
Range Conservationist
New Meadows Ranger District



CRAT Walks in Another's Footsteps

"If you walk in the footsteps of a stranger, you'll learn things you never knew you never knew..."

Walter Morris is a towering man with stories of the West during a time when other young men were headed into battle overseas in World War II. His memories come from a unique perspective—a few thousand feet in the clouds. Mr. Morris shared his personal experiences as a pioneer smokejumper with the Intermountain Civil Rights Action Team (CRAT) this past fall at their regional meeting in Twin Falls, Idaho.

Morris, now a retired mason residing in Florida, was a First Sergeant of the Triple Nickles—the first African-American paratroopers in the US (555 Paratrooper Infantry). The Triple Nickles 'secret mission' was to protect our nation's forests from incendiary attack of Japan's balloon-bomb program.

He talked about the creation of this group and learning to jump into

forested environments. He recalled humorous stories about being rescued by a Forest Service packer and mulestring, and searching for his parachute after a jump—only to find them converted to homemade curtains by a local resident.

Ken Swanson, Idaho Historical Museum Director, provided an overview of Japan's balloon-bombing strategy which scattered incendiary devices throughout the western United States. Fortunately, most of the bombs arrived during the winter months—preventing major forest fires.

Morris was just one of the speakers during the week-long CRAT meeting who helped members of the regional civil rights cadre see things from another's viewpoint and visualize how it would be to walk in their shoes for a while. Akio Hoshino, a retired building engineer from Seattle, shared his memories of internment at the Minidoka Relocation Center during World War II. Born in Seattle to parents of Japanese ancestry, Akio and his family were evacuated and moved to Hunt, Idaho—located ten miles from the CRAT meeting site. Some CRAT members were unaware of the Executive Order which violated the rights of American citizens based on racial differences.

Another highlight of the session, hosted by the Sawtooth NF,

was a local panel of Hispanic leaders from southern Idaho who talked about cultural perceptions, immigration, and employment in rural communities—issues facing the agency as we work towards our multicultural goals. These were not migrant, farm workers; they were role models in professional positions, such as Congressional aides, attorneys, and an Idaho State Police Officer who is one of only five Hispanic law enforcement officers on a statewide force of 150.

One panelist, Jesse Berain, director of Idaho's Commission on Aging and a former migrant farm laborer, (and also a former Idaho state representative), mentors young Hispanic students to seek better lives for themselves and their families. Berain said, "One person can make a great difference," and he encouraged members of CRAT to consider what a great difference they can make working together.

Regional storyteller Rebecca Hom closed a Tuesday afternoon work session with insightful cultural folktales to re-emphasize the meeting theme. . . "If you walk in the footsteps of a stranger."

by Dale Hom
Operations Staff Officer
Sawtooth National Forest



The R4 Civil Rights Action Team held a regional meeting last fall in Twin Falls. The team took a field trip to Hagerman Fossil Beds National Monument.

The Boise National Forest CRAT Picks Up The Pace

Like most National Forests, the Boise NF's Civil Rights Action Team was established in the early 1980s to advise the Forest Supervisor on civil rights issues for the Forest. In 1993, Deputy Forest Supervisor Cathy Barbouletos began a program broadening the role of the CRAT to not only provide advice to the Forest Supervisor, but also to take on civil rights related issues and make progress in resolving them. The new program was called "Pick Up The Pace."

The program called for CRAT to identify potential annual emphasis items and present them to the Forest Leadership Team for review and approval. Once an emphasis item was approved by the Leadership Team, it became a project for the CRAT to complete.

The addition of issue resolution to the role of the CRAT significantly changes the view of CRAT by team members and the Forest employees. Folks now see the CRAT as a group that turns problems into solutions and then turns those solutions into action. The issue resolution process developed by the Forest CRAT has been adopted by the Regional CRAT and has since been incorporated into the new Region 4 CRAT Charter and Bylaws.

This program has been in place on the Forest for three years. Following are examples of the Pick Up The Pace program:

● **Babes in the Woods:** Development of state-of-the-art Forest day care facilities and Forest-wide commitment to the "Babes in the Woods" Program. Boise CRAT leadership and commitment to these programs has pioneered the way for other Forests to implement these programs.

● **Accessibility in the Workplace:** The District offices were surveyed to identify barriers to accessibility and compliance with ADA. The survey results were given to the Districts for implementation. The information has been used to improve accessibility at all offices. For example, sinks and doors are being modified and brochure locations are being lowered to make offices and services more accessible.

● **Temporary Hiring:** An outreach and recruitment plan for temporary hiring was developed with the participation of all Special Emphasis Program Managers. The plan has broadened our recruitment by including several new universities and colleges to our mailing and contact lists.

● **National Firefighters Joint Apprenticeship Training Program:** The NFJAT program was established to recruit and train new employees in fire suppression.

tion. Four candidates have or will be converted to WAE positions in fire this year. Two of the people in these positions are affirmative action candidates.

● **Boise NF Harassment-Free Workplace Policy:** A brochure to help employees understand the laws, regulations, and Forest Service policy on harassment in the workplace was completed. The brochure was distributed to all employees and available at the annual Civil Rights training.

In addition to "Pick Up The Pace," the Forest has made other substantial new commitments to furthering the Civil Rights Program.

● A new Charter and Bylaws completed in 1995 clarified the time commitment expected from the members and establishes their performance elements. The result has been a better understanding of time commitment and performance expectations by both the member and their supervisor.

● The Charter and Bylaws, established by the Multicultural Organization Plan, served as the basis for development of the annual action plans for the Boise CRAT. At least one issue will be addressed each year. The result has been annual accomplishments, described above, that



The Boise National Forest CRAT at their quarterly meeting at Lucky Peak Nursery.

significantly contribute to the Forest Service vision of a multicultural and diverse workforce.

● SEPM and Regional CRAT Representative funding was changed to a Forest-wide account. SEPMs and the Regional CRAT Representative now charge their time and travel to a multi-funded, Supervisor's Office account. In the past, employees who worked in funding areas with small budgets were reluctant to volunteer for these assignments due to potential impacts to the smaller programs. The Forest Leadership Team recognized these positions as a Forest-wide responsibility and decided to fund them as such. The result is a much broader interest by employees in the SEPM positions, and for the first time ever on the Boise NF, all SEPM positions are currently filled.

The Boise CRAT is not "just another Forest committee" serving at the pleasure of the Forest Supervisor, but is instead a high performance team playing an integral role in proactive Forest Leadership. The Boise CRAT is designed to and charged with taking an active role in implementing ways to support a multicultural and diverse workforce. Rather than limiting their activities to giving advice, they are working with the leadership and employees on a variety of projects to better serve employees and the public. Taking the lead on accessibility of our facilities by surveying them so the Districts would know what needed to be changed, providing information on target universities and colleges, and making Forest-wide funding available for those interested in SEPM positions are examples of CRAT programs that exceed normal requirements.

by Paul Bryant
Assistant District Ranger
Boise National Forest

Native American Group Volunteers Yearly on the Uinta National Forest

Members of Pioneer Third Ward in Provo, Utah have volunteered for the past three years on the Uinta National Forest. The annual spring shrub planting is a favorite, and adopting Maple Lake is a goal they intend to accomplish. Last year, the group camped out below the lake at Maple Bench, and volunteered to build fishing sites at Maple Lake the next day.

Also last year, an Eagle Scout doing his project took on the task of locating one of Utah's more colorful Ute Chiefs, Chief Blackhawk. After much searching, he located the remains which were brought back to BYU's Museum of Peoples and Cultures. Chief Blackhawk's descendants were notified (they now live on the Ute reservation) and will decide where to rebury the remains.

The Native American ward decided to journey to the ancestral land of the Utes—part of this land is now known as Uinta NF—to better understand Ute history and to share with each other their own unique lifeways. In the evening after meals were put away, the intertribal group circled around the campfire and exchanged tribal songs, stories, and strengthened their own ties to the land.

The next morning, members gathered at Maple Lake with shovel in hand to build the remaining fishing sites around the lake. Forest Service representative Rebecca Hirschi assisted with the project.

Those who participated (45 to 50 members) represented tribes from Canada, the East Coast, Southwest, Plains, and even from the island of Hawaii.

by Mae Franklin
CRAT Representative
Uinta National Forest



Edith Goodman works on placing logs to create a walk way to fishing sites.

There is a Native American tale of a mouse, named Jumping Mouse, who is not content with living out his life like the rest of the mice. He's heard of a far off land through tales and stories he's been told. He didn't need to go there, but he felt he had to.

On his journey to this far off land, he encounters several animals. Two of these animals are in great need. To a blind buffalo, Jumping Mouse gives his eyes, and to a wolf without the sense of smell, he gives his ability to smell.

These animals return the favor by protecting Jumping Mouse and helping him through difficult terrain.

As they leave Jumping Mouse, the animals ask, "How are you going to get to the far off land?" The mouse replies, "There will be a way, because hope is alive within me."

At the journey's end, Jumping Mouse reaches the far off land and is rewarded for his unselfish acts and is turned into a majestic eagle.

Showcase on Service

February 9, 1996

August 7, 1995

Mr. Lyn Christensen
Richfield Ranger District

We just wanted to send a personal note of thanks to you and all of the crew who came to our assistance on the brush fire south of Sage Flat which threatened our home on July 16. Due to your quick response and positive action, the fire was contained and did not become an immediate threat.

I feel that due to your good leadership, the plane, the cats, and the crews, the fire damage was minimized. We realize that without your efforts, the damage would have been much worse. Please convey our thanks to the fire supervisor and to your crews.

Our sincere appreciation,

/s/ The Ken Dastrup Family

Stacy Heiden
Palisades Ranger District

Dear Stacy:

Thank you for your assistance last week when I was in your office. You were most helpful in providing me with brochures and other information about the forest. I appreciate this data as it will be invaluable for use in the classroom.

Again, thank you very much for all your help.

Sincerely,

/s/ DeAnna Winters

This letter was published in the Greater Idaho Falls Chamber of Commerce monthly newsletter. Kevin works at the Eastern Idaho Visitor Information Center, a center shared with the BLM, FS, and Greater Idaho Falls Chamber of Commerce

Dear Ms. Robison:

On behalf of the U.S. Air Force Band of the Rockies, I would like to thank you for your outstanding support for our concert in Idaho Falls on October 15, 1995.

In particular, I would like to recognize the work of Mr. Kevin Duncan, U.S. Forest Service. His help in ushering for our concert gave a lasting positive impression and speaks well for the men and women of the entire volunteer staff. We are indebted to him for helping ensure a successful evening. Our concert was a hit due in no small part to his efforts.

As we travel across the country, we rely on the cooperation of many outstanding individuals such as those associated with The Greater Idaho Falls Chamber of Commerce to ensure the success of our performances. Thank you again for helping us bring our music to the public.

Sincerely,

*/s/ H. Bruce Gilkes, Lt. Col., USAF
Commander/Conductor
The U.S. Air Force Band of the Rockies*

Showcase on Service

The letters below are just a few sent to Chuck Fiero, Region 4's EEO Specialist, by high school students who participated in the 1995 Nature High Summer Camp. The camp provides students with a leadership and learning experience in natural resource management. The 1996 camp will be held July 21-26 on the Fishlake NF. The camp is co-sponsored by the Region, several other federal and state agencies, universities and resource societies.



Dear Chuck:

Thank you for supporting Nature High Summer Camp. I really enjoyed it, and it was a great opportunity to learn about nature and our environment. . . and I learned a lot about myself and other people.

Ever since I started high school, people have pressured me to decide what I want to do when I get out of school. I never could decide because I don't want to be closed up in an office all day every day for more than half of my life. I've always wanted to be out in nature doing something, but I never knew what kinds of jobs there were. At camp, they let us experience different occupations, and it really helped me see what's out there. Now I'm thinking about something in wildlife biology or archaeology.

I made a lot of friends at camp who have also influenced my life. Everyone was so nice and accepted me for me. That may sound weird, but there doesn't seem to be too many people like that anywhere else.

Thank you so much.

Sincerely,

/s/ Mindy Jeppesen

Dear Chuck:

I am a high school senior planning to study Environmental Education with an emphasis on recreation and leisure. I attended the camp last year. . . and the information I learned has influenced my career choice. I appreciate your help in continuing my education.

Sincerely yours,

/s/ Andrea Holman

Dear Chuck:

I experienced the best week of my life at camp. . . and I hope you will accept my word that the camp is a serious benefiting factor for the youth of today and the leaders of tomorrow. My education of the environment, life, and people totally was enhanced through this program.

Thank you so much for the part you played in organizing this well-run camp. I am a much improved and happier person after attending. The people that you work with and yourself deserve much praise. Thank you again.

Sincerely,

/s/ Pete Butcher

Efforts to Preserve the Past and Welcome the Future Earn Teton County Economic Development Council Prestigious Award and Grant



business opportunities and mitigating impacts upon the unique natural resources of Teton Valley.

Teton Valley is experiencing a rapid series of changes, including increases in residential real estate purchases of former agricultural lands, and a switch from an agriculture and salvage logging economic base towards more recreation and tourism. "The TCEDC has recognized these changes and designed action plans that will help the area stay economically viable, yet still direct and maintain the character and uniqueness of the valley's heritage and natural resources," said Deputy Regional Forester Jack Blackwell.

Blackwell said the Intermountain Region received \$526,000 in Rural Community Assistance grants last year. The communities in Region 4 matched that amount with \$1,148,000.

According to Jerry Reese, Targhee NF Supervisor, the \$5,000 additional grant from the Forest Service will assist the TCEDC in finishing their publication and distribution of a homeowner's manual called "A Guide to Sustainable Living in Teton Valley." The booklet teaches newcomers and new homeowners about the unique ecology of the Teton Valley, how to avoid impacts on those resources when building, and where to get more information about local, state, and federal regulations.

Reese said the objectives of the Rural Community Assistance program are to help rural communities achieve diversity and expand local economies through the use of natural resources, integrate economic and environmental needs, and strengthen social infrastructure.

In 1995, the Forest Service provided direct financial and technical assistance to over 1,600 communities and tribal governments to develop local action plans and implement projects. Over half of these communities were assisted under the Economic Recovery Program.

Persons recognized at the ceremony for making the TCEDC efforts successful were Dick Clark, former executive director; Ginny Newsome, current executive director; and the entire TCEDC board members: Jan Betts, Mike Delate, Ralph Mossman, Robert Crandall, Ron Ramierez, Elsie Huskinson, Vini Exton, Albert Tilt, Clare Farmer, Juli Spencer, and Jim Matiusz. Also recognized were two government employees who assisted the TCEDC in tapping into the Rural Community Assistance Grant Program: Brad Exton, Driggs District Ranger, and Steve Smart, manager of the High Country Resource Conservation and Development Services with the Natural Resources Conservation Service in Rexburg.

by Ann Matejko
Public Affairs Officer
Targhee National Forest

A Department of Agriculture Rural Community Assistance "Spirit" Award and grant was presented to the Teton County Economic Development Council last November at the Teton County Courthouse in Driggs, Idaho by the Forest Service and Natural Resource Conservation Service.

Selected from among 90 other nominations, the Teton County Economic Development Council (TCEDC) was chosen for the award because of its efforts to help preserve the rural character of the community while supporting innovative new

*"We make a living by what we get.
We make a life by what we give."*
Winston Churchill

Helen Kennedy Named One of Utah's Outstanding Older Workers of the Year



A Region 4 SCSEP employee was recently honored by being named one of the Outstanding Older Workers of the Year by the Utah Older Workers Coordination Council. Helen Kennedy, secretary and principal assistant to the Forest Service Title V coordinator for Region 4 and the Intermountain Research Station was recognized, along with other selected workers from different agencies, in a ceremony held March 6 at the Salt Palace. The Lieutenant Governor gave the initial recognition to each of these special people, then the Utah Jazz gave them tickets to the Indiana Pacers game that night. During halftime, the Jazz gave them each a plaque.

Helen, who is 75 years young, doesn't let arthritis slow her down. Though her hands show advanced stages of the disease, she has learned new computer systems, learned how to manage mail/merge programs, and handles "mountains of mail." During the recent furlough, the Title V program was funded, so Helen continued to work. During that period, she prepared the letters and

mailings for the Regional volunteer directory to over 200 universities, plus Good Sam Clubs in Idaho and Utah, and other organizations.

In addition to preparing correspondence and reports for the Title V program, Helen provides assistance to the Volunteer, Youth Conservation Corps, and College Work Study programs. She especially enjoys working with students from Weber State University and the Ogden Applied Technology Center. Regional Office and Intermountain Research Station staff members needing temporary assistance from college students on work study grants contact Helen with their job requests. She contacts the schools, schedules interviews for the students, places them in their positions and handles their payrolls and billings with the institutions. The students quickly learn to love her, call her Mom, and often come back to visit her after they have completed their work assignment with the Forest Service.

Helen also counsels with her fellow Title V employees, helping them obtain HUD housing, heat assistance, and other social services they qualify for. Outside of work, Helen sings in her church choir and freely gives her time to sing solos to other church congregations whenever she is invited.

Because of Helen, the quality of life for many of her peers has improved significantly. Congratulations, Helen!

WHAT MONTH IS APRIL



Alcohol Awareness Month

To help raise awareness of underage drinking.

Keep America Beautiful Month

To educate Americans about their personal responsibility for litter prevention, proper solid waste disposal, and environmental improvement through various community projects.

Listening Awareness Month

To help raise awareness of the need for effective listening skills.

Prevention of Animal Cruelty Month

In most states, it's illegal to abandon a pet or cause it any malicious harm. This month is sponsored by The American Society for Prevention of Cruelty to Animals to alleviate pain and suffering in the lives of animals.

Pete Peters is Awarded the Outstanding Agency Administrator for the State of Idaho



Many jobs in the Forest Service lead to different levels of complexity, but Donald "Pete" Peters' unique job has to "take the cake" when it comes to difficulty and dilemmas.

Pete, Zone Leader for the South Minerals Zone on the Salmon and Challis NFs, is the Project Coordinator for one of the largest gold mines in the Intermountain Region, the Hecla-Grouse Creek Project. This mine covers over 500 disturbed acres in an extremely environmentally sensitive area. The project is located in the Yankee Fork drainage which is designated critical habitat for the endangered Chinook Salmon. There is little margin for error from an environmental viewpoint.

Construction of the Grouse Creek mine began in June 1993 and was completed in November 1994 with help from about 600 people.

Pete was mainly responsible for this project, and to his credit, the construction phase was completed with few non-compliance incidents. To coordinate road building, powerline construction, exploration drilling, and general construction in a narrow canyon that receives between 25,000 and 30,000 recreational visitors per year could, in itself, be mind boggling, but Pete met the challenge. Many times, Pete was on site from dusk to dawn working hand in hand with contractors, loggers, engineers, carpenters, and miners. This construction was closely observed by the public, and there were limited negative comments concerning performance and meeting environmental objectives.

Now that the mine's construction phase is

finished, Pete's job is to coordinate this operation to comply with the Plan of Operations, and to act as the lead for a "Task Force" made up of different government agencies. This role requires him to keep these agencies' permit requirements coordinated, review for compliance and provide a focus point for communications among the Task Force.

The Region and the Salmon and Challis NFs appreciate the tremendous amount of effort and patience Pete has exhibited through the years in ensuring coordination and communication with Hecla, agencies and the public. As mine administrator, Pete has also maintained an excellent, strong working relationship with the agencies and mining company.

It gives us great pleasure to congratulate Pete as recipient of the State of Idaho's 1995 Outstanding Agency Reclamationist (Administrator) Award. This is an award well earned.

Pete was recognized by the Governor of the State of Idaho in Boise on November 15, 1995 for his oversight and interagency coordination in the approval and development of the Grouse Creek Project.

by Lisa Hurless
Information Assistant
Yankee Fork Ranger District



Pete Peters accepts his award for Outstanding Agency Reclamationist from Secretary of State Pete Cenarrusa. Peters was recognized for his work with the Hecla-Grouse Creek Project, a large gold mine on the Salmon and Challis NFs.

Gary Elliot: Volunteer Extraordinaire

Gary Elliot, Recreation Specialist for the McCall RD, Payette NF, was recently honored as "Volunteer Extraordinaire" for the 1996 First Security Winter Games of Idaho, a sports festival for amateur athletes of Idaho and the region.

To earn this title, one must be totally devoted to the Winter Games. Gary, Race Director for the Brundage Mountain Ski Racing Team, is definitely devoted—he has given hundreds of hours to the Winter Games since its inception in 1990.

Hosting a ski race requires hours of preparation, explains Assistant Race Director, Ken Patterson from Brundage Mountain. "Gary gets the job done—whatever it takes." Prior to the race, Gary enters the name of every athlete into the computer, makes arrangements with the technical director and works with Brundage Mountain in setting up the course. "There are very strict rules we must abide by for all sanctioned races," explains Ken.

A 12-hour day is par for the course on race day. A hundred things must be done to ensure the race goes off without a hitch.

"In the years that I have known and worked with Gary, I have never seen him get mad or lose his cool," said Amy McDevitt, Executive Director of the Winter Games. "His calm composure reassures and comforts everyone around him."

"Gary became involved in the Winter Games because his children raced competitively. Now that his children are no longer involved, he devotes his valuable time for the enjoyment of the sport," Amy said.

"Bringing all those people together from all over the area for a ski event is exciting," says Gary. "It's a great feeling seeing the expressions

on their faces and their enthusiasm as they cross the finish line."

Gary's involvement in athletics doesn't stop with the First Security Winter Games. He coaches the junior varsity boys basketball at McCall-Donnelly High School and helps coordinate several running races in McCall during the summer.

Gary thrives on competition and always has. Gary played basketball for the Washington State University Cougars. He spent three years on the varsity squad, where the Cougars finished second every year in the PAC 8 to UCLA. The UCLA team included Lew Alcindor (Kareem Abdul-Jabbar) and John Wooden.

"I've played against some of the greatest," Gary modestly admits. Drafted by the LA Lakers, Gary reported to the rookie camp where he was released, but picked up by the Seattle Supersonics. He played half a season with the Supersonics before he left professional basketball.

Gary encourages athletes of all ages and skill levels to compete in the First Security Winter Games. He says, "It's an event that people, young and old, can remember. Everyone is eligible to compete and those that do compete will have great memories to share forever."

Hopefully we'll see you participating in next year's First Security Winter Games!

by Shara Saleen
Resource Clerk
Krassel Ranger District



Driving in the Rain

Losing control of your car on wet pavement is a frightening experience. Unfortunately, it can happen unless you take preventative measures.

DRIVE SLOWLY AND CAREFULLY.

This is the best way to prevent the skids that often occur when people drive too fast on slick surfaces then suddenly have to slam on the brakes to slow down.

BRAKE WITH A LIGHT TOUCH. Don't brake hard or lock the wheels and risk a skid, but rather, maintain a mild, consistent pressure on the brake pedal.

STEER INTO A SKID. Remain calm if your car begins to skid. Simply ease your foot off the gas, and carefully steer in the direction you want the car to go. Avoid using your brakes.



Vicki Lawson Named Region 4 Interpreter of the Year for Her Exceptional Work on the Boise National Forest

Vicki Lawson will probably never tell you that she's been awarded the Forest Service's highest regional award as Interpreter of the Year. "My reward is the work I get to do," she will say.



Vicki Lawson, Boise NF, was named Region 4 Interpreter of the Year. She encourages aspiring interpreters to "hold the vision!"

Vicki's many accomplishments as an Interpretive Planner for the Boise NF were recognized by Regional Forester Dale Bosworth when he presented her with an engraved plaque and cash award on behalf of the Regional Leadership Team. The presentation was made in Boise during the Forest's Celebration Day.

Vicki's regional recognition also took her to the National Association for Interpretation (NAI) Workshop. The interagency award ceremonies were conducted by Lyle Lavery, WO-Director of Recreation,

Heritage and Wilderness Resources, Roger Kennedy, Director of the National Park Service and Paul Pritchard, President of the National Parks and Conservation Association. Tim Merriman, Executive Director of NAI served as Master of Ceremonies.

"I was humbled and honored . . . it was really wonderful to be among so many dedicated people who embody the vision that interpretation can do powerful things," is how Vicki describes sharing the stage at the awards ceremony.

She was joined by the other eight Forest Service Regional Interpreter of the Year winners as the national Gifford Pinchot Excellence in Interpretation Award was presented to Susan Reel of the Lolo National Forest. Interpretive awards also were presented to Vicki's distinguished peers in the National Park Service and U.S. Army Corps of Engineers.

Vicki sees the NAI as the key professional organization for interpreters nationwide. She has seen it grow markedly as an indication of the profession's response to the increasing value the public places on interpretation. "It's a great way to network and be part of something bigger. NAI members are the most creative group of people I know!"



Vicki's commitment as an interpreter is evident in virtually almost everything she does. What touched her more than anything about becoming R4's Interpreter of the Year was that the people she works with everyday appreciated her enough to write the nomination; initiative that eventually won her the regional recognition they believed she deserves.

However, Vicki would rather tell you about the postcard the Forest received from a visitor who had just traveled the Ponderosa Pine Scenic Byway and used the auto tape tour. "This is how we want our tax dollars to be spent!", it read. Or, the deep satisfaction she feels upon seeing her work provoke visitors at a roadside interpretive site into animated excitement as they experience a new connection with the land.

Vicki champions using interpretation as an indispensable tool in the project planning tool box. "People are demanding it more, and we must be more responsive. Interpretation is provocative and works beyond the intellectual level. It's a combination of science, art, and your personal gut that can be pretty powerful! The main thing it does better is provide context over time and space, not just information about today. **The public is better able to figure out the tradeoffs since interpretation can involve them in the bigger picture beyond simply widgets. In return, they are better able to be involved in our project planning process.**"

Winners' Circle

Vicki keeps very busy implementing the Forest-wide interpretive direction, which includes themes, objectives and a standardized graphic "look" she developed a couple of years ago. For example, she has designed the three-panel information centers that are being installed in all developed sites on the Boise. The embedded fiberglass panels use soft, earthy colors to welcome visitors to the Forest, "recreate with respect" and tell them "what's special about (site specific interpretive information). . ." Her lengthy list of accomplishments includes partnerships that incorporate Forest Service presentations and information, e.g., with REI and the Idaho Department of Environmental Quality.

She's also known for her work with interpretive training, scenic byway interpretation, interpretive panels, self-guided tours, kiosks, videos, and coaching Districts

through interpretive planning. On more than one occasion, she's been requested for work in and out of the region on interpretive projects.

When it comes to financial wizardry to creatively finance her interpretive projects, Vicki says, "actually I'm an incredible opportunist." Rather than relying on appropriated funds, she's captured KV funds, money from sources like the Federal Highway Administration, the Boise Basin Interpretive Association, and an ISTE grant.

Vicki, husband Steve and son Ben ("a true teenager") sometimes leave the four cats at home and head for whitewater. Even their raft will provoke thoughtfulness as it shoots the rapids emblazoned with the Hindu Proverb, "Today's tiger, tomorrow's rug." Otherwise, if they aren't backpacking, they may be planning a future snorkeling trip to Bora Bora.

Her advice to aspiring interpreters is to "hold the vision!! Keep remembering why and what you're doing. Get an emotional kevlar vest. Don't expect it to be easy, but do expect it to be rewarding."

by Steve Hale
National Coordinator -
Gifford Pinchot Excellence
in Interpretation Award
Toiyabe National Forest



Forest Service Regional Interpreter of the Year winners: back row, left to right, Tim Merriman, Ruth-Ann DeMuth, Robert McKinney, Robert Loudon, Vicki Lawson, and Lyle Laverty. Front row, left to right is Jim Quiring, Susan Reel, Cara Cupito, Rebecca Oreskes, and Sharon Waltrip.

Personnel

PERSONNEL

BOISE NF

Group

MEGAN TIMONEY, Idaho City RD; ROBERT GILES, SO; ANNIE LACAVA, SO; DARLA ARANA, SO; DICK FERNEAU, SO - For Superior Management and Leadership on the Boise Salvage Sale Program. In particular for the salvage sale preparation and presentation, the award and implementation.

AUDREY KARPE, Scaler; JEFFERY SHREWSBERRY, Scaler; ROBERT KIPP, Forestry Technician; MICHAEL DANIELSON, Forestry Technician; DANIEL DZURANIN, Forestry Technician; ANTHONY OETTERER, Forestry Technician - For your extra effort in meeting the overwhelming scaling and accountability demands of the Boise River Fire Salvage effort, not only in R4 but also R6.

Spot

PATRICK MALONEY, Hydrologist, Idaho City RD - In recognition of a job well done in managing the large watershed KV program within the Foothills wildfire area.

Extra Effort

HAL GIBBS, District Ranger, Idaho City RD - For outstanding effort and contribution in facilitating the fiscal challenges and processes associated with the International Volunteer/Forest Pest Management program.
LARRY TRIPP, District Ranger, Mt. Home RD - For extraordinary leadership in the capacity of Project Director for the 1994-95 Boise River Wildfire Recovery Project. Your leadership defined the "Art of the Possible."
KAREN MORTHILAND, Purchasing Agent, SO - For your substantial effort and contribution in facilitating the fiscal challenges and processes associated with the International Volunteer/Forest Pest Management Program.

KELLY ROGERS, Biological Technician, Cascade RD - For excellent work organizing and gathering field data, and organizing and compiling data for multiple projects.
LEONARD ROEBER, Forestry Technician, Idaho City RD - For extra effort and leadership in overseeing two outstanding and successful accomplishments on the Idaho City RD during the 1995 field season. Specific projects where Leonard and his group excelled were: the 1995 ponderosa pine cone collection effort where the Forest's critically short ponderosa pine seed inventory was doubled, enabling the complete reforestation of the Boise River Recovery project; and the Emergency Flood restoration work on the North Fork of the Boise River.
JOHN VAN BUREN, Civil Engineering Technician, SO - For coordinating and installing numerous, backlogged traffic signs on the Emmett RD. These signs were needed to effectively guide public travel through the Forest.

DONALD JANKOVSKY, Civil Engineering Technician, Idaho City RD - Don crossed district boundaries to administer a complex Timber Sale road contract when the neighboring district was short of certified construction personnel.

MARY CARROLL, SCSEP, Idaho City RD - \$100 in appreciation of your efforts in dealing with time and attendance during the period following the office fire.

TAMI ALLSTOT, Resource Clerk, Idaho City RD - \$100 in appreciation of assistance and thoughtfulness in efficiently handling timber sale accounting for the 1995 salvage sales through the period of disruption with the office fire.

DORRIE NATION, Supply Clerk, Idaho City RD - \$100 in appreciation of the "parts" running you've done to get materials needed to accomplish essential work in a timely manner.

ROBERT E. REYNOLDS, Civil Engineering Technician, Idaho City RD - \$200 for outstanding performance in the implementation of the salvage sale signing program.

JOAN CHURRACA, Receptionist, Idaho City RD - \$200 for an outstanding job as a "Good Host" in dealing with hunters during the area closures for the salvage timber sales.

KATHY NELSON, Receptionist, Idaho City RD - \$200 for an outstanding job as a "Good Host" in dealing with hunters during the area closures for the salvage timber sales.

LINDA YOUNGER, Business Management Assistant, Idaho City RD - \$250 for outstanding job as a "Good Host" in dealing with hunters during the area closures for the salvage timber sales.

MONTE WILLIAMS, Hydrologist, Idaho City RD - \$300 for significant effort after the Idaho City RD fire to reestablish office functions and minimize effect on employees and the public.

CHERYL TEETER, Resource Assistant, Idaho City RD - \$350 for an outstanding job of continuing to provide necessary services to timber sale purchasers and dealing with property after the office fire.

DONALD JANKOVSKY, Civil Engineering Technician, Idaho City RD - \$350 for outstanding performance of duties in contract administration associated with the Boise River salvage sales and flood events.

MIKE MAHLER, Purchasing Agent, Idaho City RD - \$750 for outstanding job of purchasing related to the office fire, 1995 Boise River flood, and the BAER projects.

PHILLIP CANODY, Forestry Technician, Idaho City RD - \$400 for an outstanding performance of duties associated with MP 27 and 30 projects from the 1995 Boise River flood events.

CAVAN MALONEY, Hydrologist, Idaho City RD - \$400 for outstanding performance in providing guidance to the MP 27 and 30 projects and BAER effort related to the 1995 Boise River flood event.
IRV BALDWIN, Civil Engineering Technician, Idaho City RD - \$500 for outstanding dedication and performance of additional duties in absence of Zone engineer and in providing response to the Boise River flood event.

DAVID WORAS, Supervisory Civil Engineer, Idaho City RD - \$600 for outstanding dedication and performance as Acting Zone Engineer, and for successfully dealing with the 1995 Boise River flood events.

LINDA SCOTT, Purchasing Agent, SO - \$150 for an outstanding job of property management related to the 1995 Ranger Station fire.

KAREN MORTHILAND, Purchasing Agent, SO - \$300 for an outstanding job of purchasing related to the Ranger Station fire.

BOB JAMES, Electronic Technician, SO - \$200 for significant effort after the Idaho City Ranger Station fire to quickly restore phone and radio communication systems.

BOB SCHNEE, Electronics Technician, SO - \$200 for significant effort after the Idaho City Ranger Station fire to quickly restore phone and radio communication systems.

RON BEVERIDGE, Computer Programmer Analyst, SO - \$300 for significant effort after the Idaho City Ranger Station fire to quickly restore the Data General computer system.

CHRIS SAVAGE, Hydrologist, Cascade RD - \$200 for outstanding performance and dedication in leading the initial analysis team dealing with the 1995 Boise River flood events.

ROBERT WETTINGER, Forestry Aid, Lowman RD - \$600 for sustained performance exceeding expectations for the position of marking crewperson on the Lowman Ranger District during the 1995 field season.

Quality Step Increase

RUSSELL NEWCOMB, Criminal Investigator, SO - In appreciation for your responsiveness, professionalism, and self-sacrifice during 1995. For not only accomplishing your home unit responsibilities, but also working with the Department of Justice and FBI in Nevada on Cases of National Significance.

MEGAN TIMONEY, Supervisory Forester, Idaho City RD - For outstanding performance as Idaho City RD Timber Management Assistant.

RUBY ST. CLAIR, Information Receptionist, Emmett RD - For outstanding performance which is characteristic and expected to continue.

Length of Service

ALLAN MCCOMBIE - 30 years.

WILLIAM PATTON - 25 years.

Appointments

DEENA POLLARD, Resource Clerk, SO.

ROLAND HARRIS, Supervisory Forestry Technician to Career Conditional, Mt. Home RD.

Promotions

SUSAN ORTIZ, Civil Engineer, to Humboldt-Toiyabe NF.

DIANE CHAMPION, Support Services Supervisor, Emmett RD.

ELENA MILLER, Information Receptionist, Lowman RD.

Reassignments

DAN DZURANIN, Forestry Technician, SO to Medicine Bow RD, Routt NF.

IRENE SAPHRA, Forestry Technician from Colville NF to Idaho City RD.

E. JANE CROPP, Forester (Recreation) from Cibola NF to Cascade RD.

LISA KENNEDY, Forester, Targhee NF to Forester, Mt. Home RD.

JANICE WAYLAND, Supervisory Contract Specialist, Hoosier NF to SO.

Retirements

ELLEN DEITZ, Support Services Supervisor, Mt. Home RD.

BRIDGER-TETON NF

Cash

BARBARA SIMON, Computer Assistant, SO - For excellence in providing high quality computer support. Your outstanding service to customers during a shorthanded period ensured consistent system availability.

SUE CATHEY, Deputy Administrator, SO - For excellence in providing financial services to the Bridger-Teton NF. Your pursuit of fiscal integrity and management control was consistent with agency direction and helped achieve Forest objectives.

SCOTT FITZWILLIAMS, Public Affairs Specialist, SO - For public relations excellence in planning and orchestrating Forest visits for Congressional Delegations, White House staff and the First Family. Your efforts led to significant positive media accounts of the Bridger-Teton NF.

JUDY SHIELDS, Accountant, SO - For dedication and teamwork in supporting special incidents on and off the Forest. Your participation as Finance Section Chief and in other fiscal related positions on incident teams helped achieve goals of the Bridger-Teton NF and the Forest Service.

JIMMY ALEXANDER, Telecommunications Specialist, SO - For excellence in providing quality telecommunications support to the Bridger-Teton NF. Your teamwork and program management skills revitalized radio and telephone programs on the Forest and led to significant technological improvements.

MARRILYNN SHOEMAKER, Computer Programmer Analyst, SO - For excellence in providing quality information systems support to the Bridger-Teton NF. Your ability to successfully manage a short-handed staff and maintain service in two major program areas was particularly noteworthy.

SANDRA SEATON, Accounting Technician, SO - In recognition of the many contributions you made during the spring of 1995 which kept the fiscal shop operating in a professional manner while replacements were sought for two vacant positions in the section and for taking a major role in training the Accounting Technician who was subsequently hired.

KAREN WILSON, Purchasing Agent, SO - For accepting additional responsibilities in personnel, office services, supervision and grants/agreements when the Management Support Technician position was vacated. Also, your expertise, guidance and can-do attitude in the area of procurement has made that program a successful, customer-oriented function of Administrative Services.

KRISTEN NIXON, Budget & Accounting Analyst, SO - For your dedicated efforts to clean up several out-of-balance accounts on the Unit Fund Control including the CWFS accounts. Your ability to quickly resolve these long-standing discrepancies after only a few months on board exceeded all expectations.

DOUGLAS EGGERS, Supervisory Forester, SO - In recognition of outstanding performance in Forest-wide timber accomplishment reporting during fiscal year 1995. For leadership in keeping the Forest on track with short timeframes.

PAMELA EDWARDS, Resource Specialist, SO - In recognition of outstanding performance in all aspects of resource support during fiscal year 1995 and for keeping the Forest databases accurate and meeting report deadlines.

Spot

NANCY PUSTIS, Rangeland Management Specialist, Kemmerer RD - For sustained superior performance administering the District's grazing program during 1995. For providing leadership in the new permit renewal process, and for leadership in the development of environmental assessments for the renewal of grazing permits.
TAUSHA PROPER, Information Receptionist, Jackson RD - Employee of the Quarter - For your friendly, helpful service to the public and employees in your position at the Visitor Information Center.
RUTH ANN MILLER, Business Management Assistant, Kemmerer RD - For excellence in performance of Business Management Assistance to the District in the areas of resource reporting, filing and customer service during a time of increased workloads due to the Range Permit Reissuance process.

DIANA LEVASSEUR, Support Services Specialist, Kemmerer RD - For excellence in performance of Office Support Services to the District in the areas of resource reporting, filing, customer service, purchasing, contracting, budget accounting and vehicle management, all during a time of increased workloads due to the Range Permit Reissuance process.
BARBARA DUNCAN, Office Automation Clerk, Kemmerer RD - For excellence in the performance of support to the District in the areas of typing, filing, mailing and customer service during a time of increased workloads due to the Range Permit Reissuance process.

Quality Step Increase

DEBORAH DESLAURIER, Natural Resource Specialist, SO - For serving as Forest-wide coordinator and liaison with the Regional Office in getting grazing permits issued. For taking the lead in gearing up for the timber salvage effort in 1996 as result of the Taylor Amendment. For helping the districts with their regular program of work, serving on teams, helping with riparian inventories and finding time to put on a large training workshop on plant identification.

CYNTHIA STEIN, Forester, Pinedale RD - For outstanding performance during 1995 in wilderness program management, wilderness planning and monitoring, civil rights and supervision of employees. Cindy's commitment to quality wilderness management is recognized across the Forest and in the Region.

CONSTANCE ALEXANDER, Computer Specialist, SO - For outstanding performance in all areas of her job including computer system management, customer relations, team participation and communications.

Personnel

JOHN KUZLOSKI, Social Science Analyst, SO - For his outstanding contribution toward the attainment of the goals and objectives of his unit as well as the overall organization. He has exceeded reasonable expectations in Forest Planning, teamwork and communications.

Time Off Award

SUSAN MARSH, Landscape Architect, SO - For outstanding performance this fiscal year, particularly in your role as Acting Ecology Resource Group Leader and your instrumental role in the Greater Yellowstone Areas Winter Use planning.

LISBETH NOVAK, Landscape Architect, SO - For outstanding efforts in serving the districts while on detail as Acting Recreation Staff Officer in addition to doing her regular job, developing designs that are being used Regionally.

Appointments

ERIC SANDENO, Forestry Technician, Pinedale RD.

Promotions

JAMES IRWIN, Warehouse Worker to Motor Vehicle Operator, SO.
KATHRYN NASH, Resource Clerk to Resource Assistant, SO.

DIXIE NF

Group

JAMES T. BAYER, Soil Scientist, SO; MAX E. MOLYNEUX, Landscape Architect, SO; ARLENE HEAP, GIS Technician, SO; MARIAN JACKLIN, Archaeologist, SO; LAURIE PARRY, Forestry Technician, Cedar City RD; JANICE W. STAATS, Hydrologist, SO; MARK E. VAN EVERY, Public Affairs Officer, SO; RICHARD N. RINE, Land Management Planner, SO - As team members to complete NFMA/NEPA for Grazing Permit Issuance, these individuals exceeded normal expectations for quality and accomplishment, resulting in the completion of twelve EAs within a nine month period. Honorable Mention: DAVID R. GRIDER, Rangeland Management Specialist, SO; RANDALL R. HAYMAN, GIS Coordinator, SO; STEPHEN R. ROBERTSON, Fisheries Biologist, SO.

Extra Effort

PRISCILLA R. SUMMERS, Wildlife Biologist, Cedar City RD - For contributions in support of the Dixie NF 1995 Range Permit Issuance Process, in addition to superior performance in completing zone project work and NEPA analysis.

Spot

SUSAN J. HAYMAN, Environmental Coordinator, SO - For excellent representation of the Forest Service on a Radio Public Forum.
CATHERINE M. LEFEVRE, Computer Specialist - For designing and authoring the Dixie NF home page for the INTERNET. The Dixie NF is one of six national forests with information on the INTERNET. This information will provide additional customer service.
NANCY A. BRUNSWICK, Landscape Architect, Cedar City RD - For designing and authoring the Dixie NF home page for the INTERNET. The Dixie NF is one of six national forests with information on the INTERNET. This information will provide additional customer service.

The following employees were each awarded for collaborating, designing and installing our LAN over the course of nine months. It was the first LAN of this kind in the Region and was installed with such high quality that there were no installation problems: RAY D. CONGDON, Telecommunications Specialist, SO; ELVIN G. COX, Electronics Technician, SO; GLADYS E. DEISS, Computer Assistant, SO; CATHERINE M. LEFEVRE, Computer Analyst, SO.

JULIE B. WHICKER, Information Receptionist, Cedar City RD - For cheerful and efficient management of reception area and changing priorities to copy and mail out large numbers of documents in a short period of time.
JULIE A. DAVIS, Resource Clerk, Cedar City RD - For superior and competent support to District travel and resource programs. Through your efforts, travel payments are made accurately and timely.

Performance Awards

DAVID R. GRIDER, Rangeland Management Specialist, SO - For sustained superior performance in FY 95 through his leadership of the Forest's Range Management Program, including the Grazing Issuance Process.
CHARLOTTE T. MITCHELL, Support Services Specialist, Cedar City RD - For sustained superior performance of duties as SSS on the Cedar City RD during FY 95.
W. KENT TRAVELLER, Landscape Architect, Cedar City RD - For sustained superior performance of duties in recreation lands and special uses on the Cedar City RD during FY 95.
BARRY J. JOHNSON, Forester, SO - For sustained superior performance in FY 95 as the Forest's timber sale program leader. The Forest has met its full allowable sale quantity for three consecutive years, and contracts have been administered without claims or defaults.

DALE B. HARRIS, Range Conservationist, Cedar City RD - For outstanding performance of duties as Range Conservationist on the Cedar City RD during FY 95.

Quality Step Increase

RANDALL R. HAYMAN, GIS Coordinator, SO - Randall demonstrated outstanding performance and accomplishment in FY 95 in his position as District Silviculturist/NEPA Coordinator, specifically in support to project analysis, NEPA documentation, the Sidney litigation, and range permit GIS support.
JOSEPH G. REDDAN, Environmental Coordinator, Powell RD - For outstanding performance and continuing excellence in preparation of timber management, NFMA and NEPA documents for issuance of Term Grazing Permits and other NFMA, NEPA and appeals work and projects as assigned.
ELOUISE A FOWLER, Purchasing Agent, SO - For outstanding performance in FY 95.
DONALD W. CARTER, Budget and Accounting Officer, SO - For outstanding performance in FY 95.
CHEREE F. PADDOCK, Resource Assistant, SO - For outstanding performance in FY 95.
DIANE D. HOLMES, Financial Assistant, SO - In addition to a sustained superior performance in completing the necessary Budget and Accounting duties outside her normal environment, Diane took on the additional responsibilities of the WCF Fleet Manager this entire year.
DONALD F. TINSLEY, Forestry Technician, Cedar City RD - For outstanding performance as co-team leader for the Brian Head EIS, including all aspects from scoping and public affairs to document compilation and completion of the Record of Decision.
WILLIAM RANDY HOUSTON, Range Technician, Cedar City RD - Outstanding performance for his contribution as ID team member on the grazing permit reissuance team, exceeding District Range Improvement and Trail Maintenance Targets while filling in for the District Range Conservationist in completing allotment monitoring.
SUSAN J. HAYMAN, Environmental Coordinator, SO - Demonstrated outstanding performance and accomplishment in FY 1995 in her position as Environmental Coordinator, specifically in the NEPA decision, appeal and litigation processes for East Slope AMP and Sidney Valley Project implementation.
JEFFERY G. BOTT, Forester, Cedar City RD - For outstanding performance during FY 95.
STEPHEN R. ROBERTSON, Fisheries Biologist, SO - Outstanding performance and accomplishment in FY 95 in his position, specifically in support to project analysis and preparation of the Forest Level FY 96 Ecosystem Management Program and budget.
RONALD S. WILSON, District Ranger, Cedar City RD - For outstanding performance during FY 95.
DANIEL H. DEISS, Supervisory Land Use Planner, SO - For outstanding performance during FY 95.
KEVIN R. SCHULKOSKI, District Ranger, Escalante RD - For outstanding performance during FY 95.

Time Off

ALL PERMANENT AND TERM EMPLOYEES OF THE DIXIE NF - 8 hours for exemplary teamwork in accomplishing the mission of the Forest Service.

Promotions

JOSE A. NORIEGA, Wildlife Biologist, Salmon & Challis NFs to Wildlife Biologist, Powell RD.
MICHAEL F. REESE, Mechanic Helper, SO to Automotive Worker, SO.

Promotions in Place

CHEREE F. PADDOCK, Assistant Resource Specialist to Resource Assistant, SO.
JAMES D. CORNELIUS, Engineering Equipment Operator Leader to Engineering Equipment Operator Foreman, SO.

Reassignments

MORRIS L. REYNOLDS, Personnel Officer, Ashley NF to Dixie NF SO.
FRANCIS W. REYNOLDS, Public Affairs Officer, Ashley NF to Dixie NF, SO.

Transfer Out

MARK E. VAN EVERY, Public Affairs Officer, SO, to Superior NF.
RICHARD N. RINE, Land Management Planner, SO to Targhee NF.

FISHLAKE NF

Group

TRINA RANGLES, Accounting Technician, SO; VIRGINIA SORENSON, Accounting Technician, SO; DEE ANN DEVENISH, Administrative Officer, SO; ELLEN DANIELS, Resource Clerk, Richfield RD - \$500 each for contribution of time and extra effort in representing the Fishlake NF at the Sevier County Fall 1995 Arts and Heritage Festival through multicultural booths and presentations.

Spot

PACE ELLETT, Forestry Technician, Loa RD - \$250 for an excellent job in constructing the new pavilion at Twin Creeks and for the long hours spent making several emergency repairs to the sewer line in Fish Lake.
SCOTT DURFEY, Utility Systems Operator, Loa RD - \$250 for the long hours spent and extra effort made to make several emergency repairs to the sewer line in Fish Lake during 1995.

Extra Effort

FERRIN REX, Landscape Architect, SO - \$200 for providing quality design ideas that have put the "sparkle" into the fabric of Miners' Park in Bullion Canyon.
ROBERT LEONARD, Archaeologist, SO - \$750 for exceptional and continued efforts in providing quality on-the-ground historical and heritage interpretation associated with Bullion Canyon and the "Canyon of Gold" auto tour and in continuing the partnership and working relationship with Marysville and Piute County.
SCOTT BOYTER, SCSEP Enrollee, Richfield RD - \$100 "Good Host" Award.
JENNY BOYTER, SCSEP Enrollee, Richfield RD - \$100 "Good Host" Award.
RICHARD FARRAR, RW&W Staff Officer, SO - \$1,000 for providing outstanding administrative leadership to the resource specialists of the Fishlake NF and making a positive contribution as Acting Forest Supervisor.
PACE ELLETT, Forestry Technician, Loa RD - \$200 "Good Host" Award.
MAUREEN BROWN, Forestry Technician, Beaver RD - \$150 for outstanding effort and dedication while working with volunteers on the Beaver RD during the 1995 field season.
VAL NORMAN, Forester, Richfield RD - \$500 for extra effort in cultivating a positive working relationship between the Sorenson Ranch School and the Fishlake NF.
ROBERT CAMPBELL, Ecologist, SO - \$500 for exemplary effort in the development of the Interregional and Interagency Conservation Agreement and Action Plan for Arizona Willow and outstanding support and promotion of Ecosystem Management in Regions 2, 3, and 4.
SYLVIA DOTSON, Support Services Specialist, Richfield RD - \$500 for exceptional extra effort as Team Leader for the Forest Awards Team and for contributions as a team member in ensuring the successful Aspen Research Summit.

Time Off

BARBARA ROWLEY, Purchasing Agent, USAC - 40 hours for outstanding performance in completing all assigned and unexpected procurement work while maintaining quality, positive approach and timely completion of all work.

Quality Step Increase

ROBIN HAMILTON, Supervisory Rangeland Management Specialist, Loa RD - For performance of duties exceeding the expectation of the job and for an Outstanding Performance Rating.

Performance Bonus

ALLEN HENNINGSON, Forester, Richfield RD - \$500 for superior performance in managing the timber program on the Richfield and Loa RDs.

Length of Service

FERRIN REX, Landscape Architect, SO - 30 years.
JOYCE BRANCH, Personnel Management Specialist, SO - 30 years.
DEE ANN DEVENISH, Administrative Officer, SO - 30 years.
ROBERT STEVENS, Range Technician, Fillmore RD - 20 years.
STEPHEN WINSLOW, Resource Specialist, Beaver RD - 20 years.
FLORENCE KEHR, Support Services Specialist, Beaver RD - 15 years.
MONTY CARTWRIGHT, Forestry Technician, Beaver RD - 10 years.
BARBARA ROWLEY, Purchasing Agent, USAC - 10 years.
STEVEN ROBERTSON, Telecommunications Specialist, SO - 10 years.
MARLEEN CHAPPELL, Resource Clerk, Loa RD - 5 years.
MELODY JOHNS, Personnel Clerk, SO - 5 years.
LINDA CHAPPELL, Ecologist, SO - 5 years.
LOIS JOLLEY, Mail & File Clerk, SO - 5 years.
MARCIA LAY, Procurement Assistant, USAC - 5 years.

Appointments

DAVE LAY, Range Technician, Loa RD.
GLENN A. BERTRON, SCSEP Enrollee, Beaver RD.
BARBARA TORGESON, Information Receptionist, Loa RD.

Promotions in Place

JOANN SANDERS, Support Services Supervisor, SO.
LISA NIRK, Wildlife Biologist, Fillmore RD.
ANN ROBINS, Rangeland Management Specialist, Fillmore RD.
NATALIE MORRELL, Support Services Specialist, Loa RD.
DANDY POLLOCK, Forester, Beaver RD.
JOYCE BRANCH, Personnel Management Specialist, SO.
GARY DELEEUW, Range Technician, Richfield RD.
KRIEG RASMUSSEN, Wildlife Biologist, Richfield RD.

Personnel

Reassignments

DONALD TINSLEY, Forestry Technician, Cedar City RD, Dixie NF to Contract Specialist, USAC.

KEVIN GREENHALGH, Forester, SO to Forester (Fire Planner), SUEG.

DAYLE FLANIGAN, District Ranger, Austin RD, Humboldt & Toiyabe NF to District Ranger, Beaver RD.

TED FITZGERALD, Supervisory Civil Engineer, SO to District Ranger, Richfield RD.

Resignations

JUNE PETERSON, Procurement Technician, USAC.

Retirements

BENNETT BLACK, District Ranger, Beaver RD.

RANCE ROLLINS, District Ranger, Richfield RD.

RICHARD FARRAR, Supervisory Range Conservationist, SO.

HUMBOLDT-TOIYABE NFs

Group

ROBERT RAMOS, Engineering Equipment Operator Leader, Supply Center; DAVID BALLARD, Engineering Equipment Operator; TONY SANCHEZ, Motor Vehicle Operator; THOMAS LUNDORFF, Engineering Equipment Operator; WAYNE SIEVANEN, Laborer; JASON COOPER, Laborer, Supply Center, Sparks; and RAYMOND CRUMPTON, Engineering Equipment Operator Leader; GEORGE TAYLOR, Engineering Equipment Operator; JOHN HAVELY, Laborer; VERNON ASTARLOA, Engineering Equipment Operator; CASEY TOM, Laborer, Coordination Center, Elko - For exemplary performance of a wide variety and volume of construction projects on the Humboldt-Toiyabe NFs during the 1995 field season.

Spot

MICHAEL "TONY" VALDES, District Ranger, CNECO, Tonopah RD - For challenging the personnel on the Tonopah RD to strive for higher potential and personal satisfaction in job accomplishment. JANICE SANCHEZ, Personnel Clerk, Supply Center - For exemplary effort as Special Emphasis Program Manager for the Native American program.

Extra Effort

ELIZABETH BERGSTROM, Wildlife Biologist, SECO, Carson RD, from the Tahoe NF - For outstanding contributions to the long term recovery of the Crystal Fire on the Tahoe and Toiyabe NFs. ROLAND SHAW, Supervisory Forester, SECO, Carson RD, from the Tahoe NF - For outstanding contributions to the long term recovery of the Crystal Fire on the Tahoe and Toiyabe NFs.

Performance Awards

GREGORY CURRIE, Landscape Architect, SMNRA - For sustained superior performance as planning team architect during FY 95. ROBERT JENNINGS, Supervisory Forestry Technician, SECO, Carson RD - For outstanding performance in responding to a fire emergency and politically volatile situation as Acting Fire Management Officer on the Humboldt NF and advertising a sensitive situation to positive outcome. MICHAEL WILDE, Forestry Technician, SECO, Carson RD - For outstanding performance in accepting new and additional responsibilities in a new job and managing a geographic area with successful results. KIM CLEMONS, Computer Assistant, SECO, Bridgeport RD - For sustained superior performance in support of the Bridgeport RD in FY 95. LINDA MAYER, Resource Clerk, SECO, Bridgeport RD - For sustained superior performance in support of the Bridgeport RD in FY 95. ROXANE RALEY, Resource Clerk, SECO, Bridgeport RD - For sustained superior performance in support of the Bridgeport RD in FY 95. FRANCES RICH, Computer Assistant, SECO, Carson RD - For sustained superior performance in support of the Carson RD in FY 95. NANCY SNYDER, Resource Clerk, SECO, Carson RD - For sustained superior performance in support of the Carson RD in FY 95. MARGARET O'DRISCOLL, Support Services Supervisor, SECO, Carson RD - For sustained superior performance in support of the Carson RD in FY 95. TERRY BIRK, Archaeologist, SECO, Carson RD - For sustained superior performance in support of the Carson RD in FY 95. WILLIAM VAN BRUGGEN, Forester, SECO, Carson RD - For sustained superior performance in support of the Carson RD in FY 95. NATALIE LITTLE, Civil Engineering Technician, Supply Center - For outstanding performance and leadership managing and coordinating the successful completion of the Bridgeport Bunkhouse Project. THOMAS R. McCUE, Supervisory Forestry Technician, SECO, Carson RD - For outstanding performance in accepting the additional responsibility of the Sierra Front Interagency warehouse and reorganizing and managing this facility with positive results.

TIMOTHY SHORT, Supervisory Forester, SMNRA - For creative approach to the concessionaire management in recreation sites that has resulted in improvements valued at over \$15,000. For work with volunteer groups and other Forest Service employees, greatly improving customer service as well as resource protection.

Quality Step Increase

SARA MAYBEN, Ecologist, SMNRA - For outstanding performance as planning team ecologist during FY 95. KATHY MOSKOWITZ, Archaeologist, SMNRA - For outstanding performance as planning team archaeologist during FY 95. CARMEN FUNSTON, Personnel Officer, Supply Center - For outstanding performance as Personnel Officer of the Humboldt-Toiyabe NFs in FY 95 and for continued support of the quantum vision of discovery during reorganization.

Conversions

SUSAN ORTIZ, Student Trainee-Civil Engineering, Boise NF, SO to Civil Engineer, Supply Center, Sparks.

Promotions in Place

KATRINA LEAVITT, Student Trainee-Resources, NNECO, Mountain City RD, to Student Trainee-Minerals, NNECO, Mountain City RD.

Reassignments

GUY PENCE, District Ranger, SECO, Carson RD to Fire Staff, Boise NF. MARY WAGNER, District Ranger, Vernal RD, Ashley NF to District Ranger, SECO, Carson RD. ED PANIAQUA, Forestry Technician, CNECO, Tonopah RD to Center Manager, Sierra Front Interagency Fire Center, SECO, Carson RD.

Resignations

SANDEE RAMOS, Purchasing Agent, Supply Center, Sparks.

Transfer In

THOMAS JEFFERS, Supervisory Chemical Engineer, US Bureau of Mines, to Mineral Management Specialist, NNECO, Mountain City RD.

MANTI-LA SAL NF

Cash

VICKIE BECK, SSS, Sanpete RD; CHARLENE McDUGALD, SSS, Ferron/Price RD; CLAUDIA MOYNIER, Budget Analyst, SO - \$50 for outstanding effort to implement unified budget concepts on the Manti-La Sal NF in a very short time period which contributed to quality program work plans.

PAYETTE NF

Cash

BRENDA CORY, Personnel Officer, SO - \$750 for your hard work and dedication in successfully developing and managing the pilot Personnel Management Service Center for the Southwestern Idaho Ecogroup. MICHAEL SUMMERFIELD, Forestry Technician, New Meadows RD - \$600 for sustained superior performance. RALPH TURNER, Supervisory Civil Engineering Technician, SO - \$500 for taking on additional office and design team duties willingly and managing both design teams as if no change in supervision had occurred and no impact to Forest goals. GARY KOSKIE, Civil Engineering Technician, SO - \$350 for exceptional performance and extra effort in fulfilling engineering responsibilities for the accomplishment of program goals and objectives. ARTA SMITH, Budget Assistant, SO - \$250 for regularly assisting in areas not in her direct responsibility, freeing recommending individual to focus time and energy on pressing Forest projects. MICHAEL DIXON, Civil Engineer, SO - \$250 for excellent and timely service in effort to prepare and implement the wildfire area EIS's and salvage sale transportation plans. DAVE CRUMB, Supervisory Forestry Technician, New Meadows RD - \$700 for sustained superior performance. EUGENE BENEDICT, Supervisory Forester, SO - \$500 for exceptional accomplishment in fuels targets without additional funding in FY 95. NANCY BACON, Computer Assistant, SO - \$250 for extra effort and support given to keep the office running smoothly while everyone else was tied up completing contracts for salvage timber sales associated with the 1994 fires.

Group

DEBORAH PEARSON, Forester, New Meadows RD - \$300; WILLIAM SKINNER, Forestry Technician, New Meadows RD - \$500; ROBERT DAVIS, Forestry Technician, New Meadows RD - \$300; WILLIAM RAUTSAW, Forestry Technician, New Meadows RD - \$500; BYRON BONNELL, Forestry Technician, New Meadows RD - \$500; CATHY BARNETT, Forestry Technician, New Meadows RD - \$500; ANNA CHRISTENSEN, Forestry Technician, New Meadows RD - \$500; MICHAEL CHRISTIANSON, Supervisory Forestry Technician, New Meadows RD - \$700; - For extra effort in timber sale preparation on the fire salvage sales during the 1995 field season.

SHARI BOWLING, Computer Systems Analyst, SO - \$500; CLIFFORD ARTHUR, Computer Systems Analyst, SO - \$500; HAROLD LUKECART, Electronics Technician SO - \$500.00; WALTER WARRICK, Communications Specialist, SO - \$500 - For outstanding effort and service in planning, moving, and reinstalling the Forest information system in new office locations.

JAMES CRITZ, Civil Engineering Technician, SO - \$300; LORI FLEMMER, Civil Engineering Technician, SO - \$450; JEFFREY KAHLER, Civil Engineering Technician, SO - \$450; MONTELL CLENDENON, Civil Engineering Technician, SO - \$300; - For extra effort and commitment to complete road designs and contract packages for salvage timber sales associated with the 1994 fires.

LOUIS HARTJES, Forestry Technician, Smokejumper Base - \$250; BART YEAGER, Forestry Technician, Smokejumper Base - \$250; FRED PAVLOVIC, Forestry Technician, Smokejumper Base - \$250; DALE SHIPLEHOUTE, Forestry Technician, Smokejumper Base - \$250; HECTOR MADRID, Forestry Technician, Smokejumper Base - \$250; ROGER STAATS, Forestry Technician, Smokejumper Base - \$250; For effective and efficient service as a McCall Smokejumper during the 1994 fire season.

JOE SERVATIUS, Engineering Equipment Operator, SO; RICHARD HIETER, Engineering Equipment Operator, SO - \$200 each for outstanding performance in completion of the MP 27 and 30 projects from the 1995 Boise River flood events.

RICHARD HUDSON, Forestry Technician, Smokejumper Base; ROBERT MORROW, Forestry Technician, Smokejumper Base - \$200 each for being outstanding members of the 1995 McCall Smokejumper Rookie Training Cadre.

Spot

BRADFORD M. SANDERS, Ecologist - \$250 for initiative and persistence in producing a high quality GIS fire occurrence layer. VIRGINIA GALE STILLMAN, Computer Assistant, New Meadows RD - \$100 for extra effort to cure the DG problems on the Mi-Wok RD. RHONDA MARTI, Information Receptionist, Council RD - \$25 for ably assisting in compiling award selection lists, employee lists, monitoring accurate completion of forms, and assuring finalization of the Council RD awards for Safety Year 1995. BRENDA CORY, Personnel Officer, SO - \$250 for recognition of your superior personnel management assistance during your Acting Personnel Officer assignment to the Boise NF. Your service to the Forest Service at the National Interagency Fire Center at Boise was exemplary.

Extra Effort

JAMES A. AMELL, Forestry Technician, Council RD - \$250 for extra effort given in fire management in the absence of a Fire Management Officer. DENNIS R. PEEBLER, Supervisory Forestry Technician, Council RD - \$250 for extra effort given in fire management during the absence of a Fire Management Officer. JERRI L. ELLER, Office Automation Clerk, New Meadows RD - \$200 for exceptional support and team contribution during a period of staff shortages on the District. JUDY M. MATHIS, Mail and File Clerk, SO - \$500 for performance which substantially exceeds acceptable levels. DAVID MATHIS, Forester, SO - \$500 for innovation in sale appraisal methods, contract provisions and sale packaging used to market the 1994 fire salvage sales. GARY A. ECKERT, Supervisory Forester, SO - \$500 for effort and dedication in program development, organization, and supervision of the layout, marking and cruising of the 1994 fire salvage sales.

Quality Step Increase

TIMOTHY KELLER, Forestry Technician, New Meadows RD - For continuous efforts and relentless work in the District fire prevention program.

Personnel

MORGAN BEVERIDGE, Forestry Technician, New Meadows RD - For consistently providing the Forest with the highest quality performance in all assignments despite any difficulties.

CARLA KAMERDULA, Personnel Assistant, SO - For professional and attentive thoroughness in all aspects of her assigned responsibilities.

TERRI HUBBS, Civilian Pay Technician, SO - For continual outstanding work, dedication, and extraordinary efforts during FY 95 in Personnel.

SHERI KOSOSIK, Supervisory Personnel Assistant, SO - For continued outstanding work, dedication and extraordinary effort during FY 95 in Personnel.

Promotions

WILLIAM H. ACTON, Forestry Technician, Krassel RD to Supervisory Forestry Technician, Helitack Supervisor, Krassel RD.

Promotions in Place

VIANE VISSER, Office Automation Clerk, Smokejumper Base.

Reassignments

SHARA SALEEN, Resource Clerk Typing, McCall RD, to Resource Clerk, Krassel RD.

Resignations

NORMAN HUMKE, Land Surveyor, SO.

JUDY K. PUDERBAUGH, Forestry Technician, McCall RD.

Transfer Out

VIRGINIA GALE STILLMAN, Computer Assistant, New Meadows RD to Computer Assistant, Uinta National Forest, SO.

Transfer In

KATHERYNE L. FLEGEL, Personnel Management Specialist, Lassen NF to Personnel Management Specialist, SO.

SALMON AND CHALLIS NFs

Performance

EMMA MOORE, Resource Specialist, SO - \$750 for sustained superior performance as Forest Resource Specialist as demonstrated by continued high quality level of accomplishment for accurate, complete, and timely assistance to natural resource staffs.

Special Act

STEPHAN HAYDON, Supervisory Engineer, SO - \$1,000 for extra effort and after hours work to meet critical EIS deadlines.

KEN STAUFFER, Landscape Architect, SO - \$1,000 for extra effort and after hours work to meet critical EIS deadlines.

Length of Service

RONALD HANSEN, Animal Packer, Middle Fork RD - 15 years.

BESSIE FINLEY, Resource Clerk, Yankee Fork RD - 10 years.

KATHY SEABERG, Computer Assistant, SO - 10 years.

NORMA STAFF, Landscape Architect, SO - 10 years.

ANTHONY BOTELLO, Lead Forestry Technician, North Fork RD - 5 years.

Promotions

ANITA MERRITT, Resource Clerk, SO, to Resource Assistant, SO.

SAWTOOTH NF

Quality Step Increase

CATHY CRAWFORD, Information Receptionist, Ketchum RD - For providing exceptional and exemplary performance in the completion of all duties assigned and the additional accomplishment of extra tasks in support of the Ketchum RD.

JERRY GIBBONS, Budget & Accounting Officer, SO - For continuous and consistent high quality performance.

Promotions

GLADYS HAMILTON, Accounting Technician, SO.

PATRICIA SIMPSON, Forestry Technician, SO.

Reassignment

DEBORAH BYRD, Civil Engineer, Region 10, RO to SO.

TARGHEE NF

Extra Effort

DONNA ABEGLLEN, SCSEF Enrollee, SO - For excellent performance during FY 95 in the IDA/WY CPO. Your willingness to assist everyone and your positive "can do" attitude is greatly appreciated.

Reassignments

RONALD HURT, North Zone Fire Management Officer, Ashton RD, to North Zone Fire Management Officer, SO.

ROSE LEHMAN, Student Trainee-Botany, Island Park RD, to Student Trainee-Botany, SO.

DANNY LORDS, Supervisory Forestry Technician, Ashton RD, to Forestry Technician, Ashton RD.

Transfer Out

BARBARA KNEILING, Forestry Technician, SO, to Forestry Technician, RO.

SABRINA LANCASTER, Accountant, SO, to Accountant, Ozark-St. Francis NFs.

WASATCH-CACHE NF

Extra Effort

KATHY STACY, SSS, Evanston RD; MARCI BODELL, SSS, Salt Lake RD; and MARYLEA NIELSEN, Budget Analyst, SO - For time spent developing a budget process that will be used in FY 96.

RICH WILLIAMS, Wildlife Biologist, SO - For commendable transition from his duties on the Wasatch-Cache NF to including working with the biologists on the Ashley NF and Uinta NF.

LISA JACKSON, SSS, Ogden RD - For excellence in preparing and instructing the course "Facilitating Successful Meetings."

Performance Awards

MICHAEL BARRY, Land Management Planning Specialist, SO.

KEN BROWN, Telecommunications Specialist, SO.

RICH HARRIS, Supervisory Civil Engineer, SO.

MARK HILTON, Electronics Technician, SO.

JANET HOLLAND, Resource Assistant, SO.

JULIE HUBBARD, Forest NEPA Coordinator, SO.

ANN KING, Outdoor Recreation Planner, SO.

LARRY LUCAS, Supervisory Forester, SO.

MELISSA MAKIN, Personnel Clerk, SO.

CONNIE MCCAUGHEY, SSS, Logan RD.

MIKE MONAHAN, Supervisory Forestry Technician, SO.

MARYLEA NIELSEN, Budget Analyst, SO.

ELAYNE PARKER, Personnel Officer, SO.

SONIA PAGE, Personnel Assistant, SO.

KATHY JO POLLOCK, Public Affairs Assistant, SO.

REESE POPE, Supervisory Community Planner, SO.

STEVE RYBERG, District Ranger, Evanston RD.

MARILYN TRANSUE, Information Assistant, SO.

RANDY WELSH, District Ranger, Ogden RD.

MELANIE WHITESIDES, Personnel Assistant, SO.

Quality Step Increase

KATHY ANDERSON, Capitol City Team Leader, SO.

MELISSA BLACKWELL, District Ranger, Kamas RD.

KIM CHRISTENSEN, LEO, Ogden RD.

LISA JACKSON, SSS, Ogden RD.

WAYNE PADGETT, Ecologist, SO.

JOHN SIBBERNSEN, Forester, Logan RD.

Promotions

TRISH HAINES, Management Support Technician, Bridger-Teton NF, SO to Forestry Technician, SO.

Promotions in Place

ROB CRUZ, Environmental Coordinator, Salt Lake RD.

BRIAN FERREBEE, Wildlife Biologist, Kamas RD.

Reassignments

KATHY ANDERSON, Supervisory Fishery Biologist, SO to Capitol City Team Leader, SO.

DEBORAH JOHNSON, Geologist, Beaverhead NF, Madison RD to District Ranger, Logan RD.

Retirements

WILLIAM THOMPSON, District Ranger, Logan RD.

Obituary

DON BOYDEN KANOSH, 43, died December 14, 1995 in Richfield, Utah after a short illness. Don worked as a Forestry Technician on the Richfield RD of the Fishlake NF since 1989 and was very active in the fire arena. He was a veteran of the Vietnam War, serving in the U.S. Marine Corps.

Forest Supervisor Rob Mrowka wrote the following after attending Don's funeral:

Thoughts on a Forest Service Brother

On December 14, 1995, the great-great grandson of Chief Kanosh departed this life, quickly and unexpectedly. Don Kanosh was an engine crew leader for the Richfield RD. I never met Don, but I wish I had.

As I sat in the chapel for his memorial service, I listened to family and friends share bits and pieces of Don's life. A clear picture emerged of the man. Like his following of a personal vision—first to be a Marine like his brothers, and then to be a forest ranger like his foster father.

Speaker after speaker spoke of Don's love of the mountains, love for his family, and his great pride and joy of being in the Forest Service. How he told and re-told stories of his adventures to his nieces and nephews, and how now, some of them want to follow in his footsteps.

Don B. Kanosh was buried in his Forest Service uniform, as he should have been. It made me proud to see him in it.

As I stood in the chill of the cemetery air, listening to the American Indian drum beats and chants, and looking off towards the mountains capped in snow, I could feel his spirit. His spirit roaming wild and free in his beloved mountains. I was moved; it touched me. I was reminded how proud I am to be a member of the Forest Service that Don loved.

In a world fouled by politics and fur-loughs, there was still a sense of family—Forest Service green family, sustaining one another and the family of the departed. And the day was a little softer and gentler for it.

Region

United States Department of Agriculture
Forest Service
Federal Office Building
324 25th Street
Ogden, Utah 84401

THIRD-CLASS BULK RATE MAIL
Postage and Fees Paid
USDA Forest Service

Permit No. G-40

TO:

*****MIXED STATES
National Agricultural Library 37*
Current Serial Records/Room 002
10301 Baltimore Boulevard
Beltsville MD 20705



PRINTED ON RECYCLED/RECYCLABLE PAPER

Some Tips on Kinds of Photos to Submit to the Reporter



AWARD RECIPIENTS

Try to get shots of people actually doing what they were awarded for as opposed to handshake shots or holding their award.



GROUP ACTIVITIES

Get frontal shots of the group doing the activity your article is about. Avoid "backside" shots.



SPEAKER SHOTS

Especially those of the speaker in front of a podium are rather boring and don't tell a story. *Be creative.*



ACTION SHOTS

Instead of posed shots.

Remember, black and white is preferred, but color photos and slides are fine.